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17. ABSTRACT (MAX. 250 WORDS)

Statistical trends and government programs in different areas to aid different types of farmers were presented.

Between 1960 and 1961, California's overall crop production rose by almost one percent, while total acreage harvested and value of production declined slightly. Farming underwent significant changes in many communities. More machines and laborsaving devices plus better methods and materials continued to change manpower needs for, and the nature and performance of, many farm jobs. While labor saving was progressing, changes in acreage, production, conditions, disposition, season, rate of marketing, and similar factors often caused a net increase in labor needs.

The monthly average of total farm employment in California declined by 13,400, more than half of which reflected the average use of 7,700 fewer contract foreign workers, 6,900 fewer farm family and hired year-round workers, but 1,200 more domestic seasonal workers. The number of farmers and unpaid family workers continued to decrease as holdings were consolidated, and land close to expanding urban areas was diverted to nonagricultural use.

A new registration policy was put into effect, whereby all farm job applicants, day-haul or transient workers, were to be registered; the aim of the program was to improve the referral and selection process. In the area of youth farm work, the Department of Employment set up pilot programs to utilize organized groups of youth not usually in the farm labor market. Under the program a total of 23 offices reported 5,334 placements of youth in the specialized programs.

National, state, and local interest continued to focus on raising standards for migrant life and work. Nonoccupational disability insurance was extended to farm workers including migrants. Funds were voted to supplement local health budgets in some counties. The Industrial Welfare Commission established a minimum wage and specified employment conditions for women and minors working in agriculture.

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CALIFORNIA

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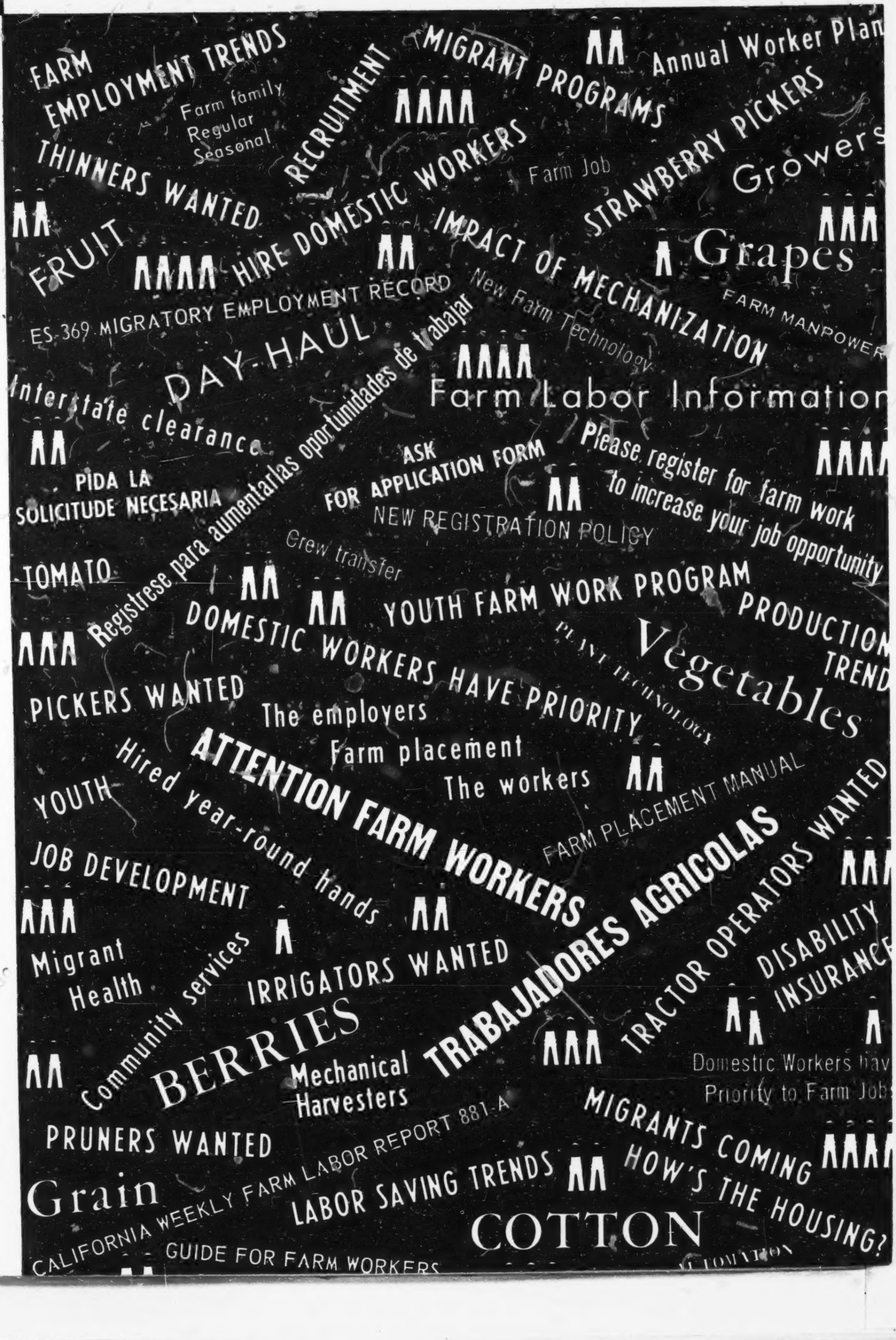
Annual Farm Labor Report 1961



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CALIFORNIA

Annual Farm Labor Report - 1961

State of California

DEPARTMENT OF EMPLOYMENT

Farm Placement Service

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May, 1962

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1961
CALIFORNIA

Annual Farm Labor Report

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ANNUAL FARM LABOR REPORT - 1961

ADMINSTRATION

Organization

State administration of the Department of Employment Farm Placement Service continued under the same organization and leadership as in 1960. See chart, Page 2.

Management of permanent farm labor offices was removed from the duties of the County Farm Placement Representative and assigned to a farm labor office manager.

Seasonal farm labor offices were made branches of permanent farm labor offices or regular local offices, and were operated under the management of the parent office.

Staff

The state office staff of the Farm Placement Technical Section was augmented by a Deputy Chief and two Farm Placement Supervisors. One supervisor was to coordinate the Annual Worker Plan, and one was to give technical help to field staff and Farm Reporting Unit in wage survey and related activities.

Provision for improved staffing included establishment of a new Civil Service classification series, Farm Placement Officer I, II, and Farm Placement Supervisor I, II. The new series aided in recruiting qualified candidates, particularly for the entry class. This new class, Farm Placement Officer I, and the budget provision for additional positions, brought several promising young men into the program. The County Farm Placement Representative and the Farm Labor Office Manager were assigned from the class, Farm Placement Officer II. Existing Farm Placement Supervisors and Area Assistant Chiefs of Farm Placement retained their position titles in the new classes, Farm Placement Supervisor I and II, respectively. Vacancies in these classes were filled through promotions.

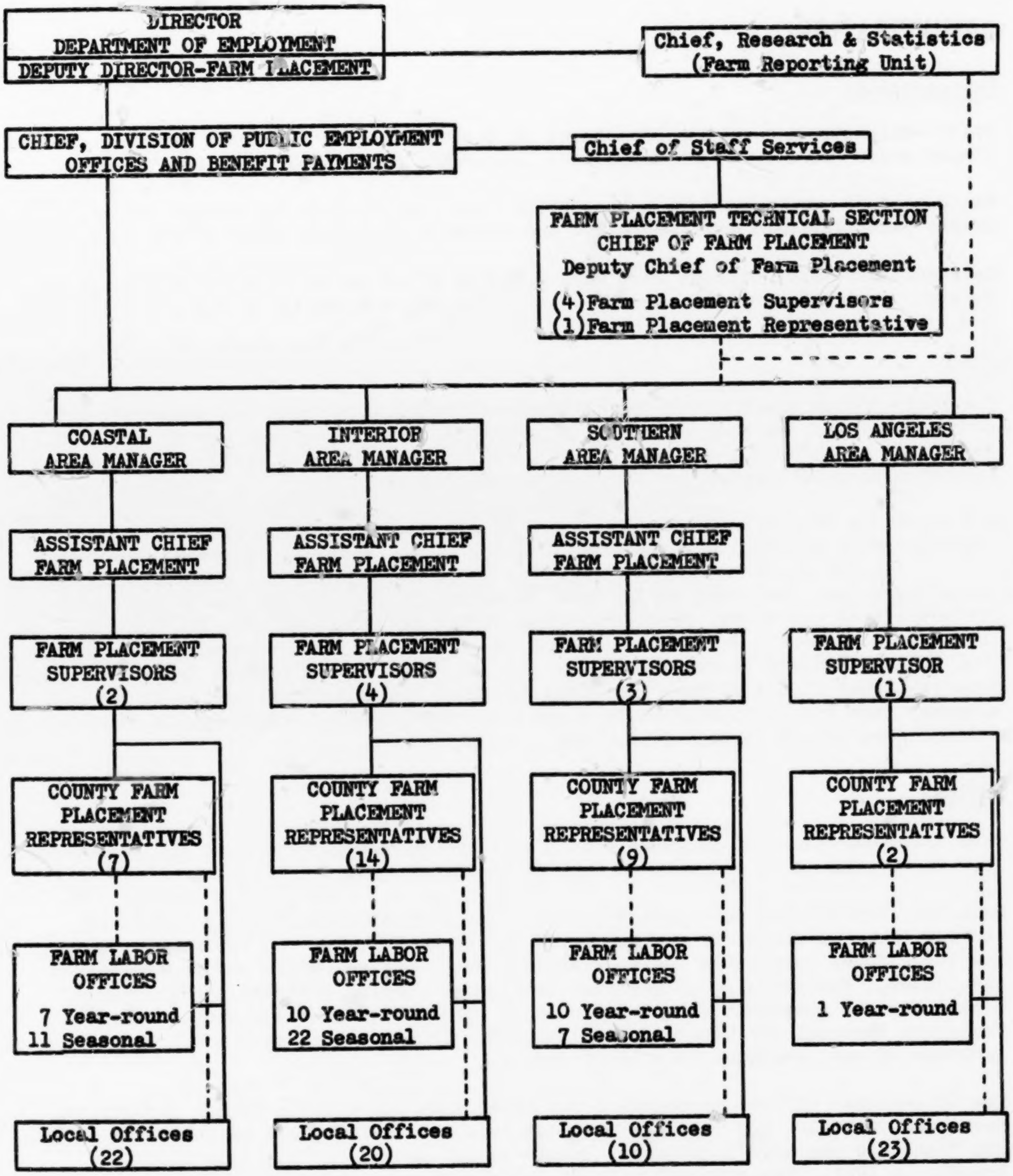
Offices

Farm labor services and programs were conducted through 28 permanent and 40 seasonal farm labor offices in addition to regular local offices.

Separate farm offices were discontinued in Los Angeles County with transfer of service from Bellflower to the new local office at Norwalk, and with the merging of the Los Angeles Farm Labor Office with the Casual Office, under the management of the latter. The shifting of Southern California farming eastward and southward called for new permanent farm labor offices at Santa Ana and San Diego. The San Francisco seasonal office was made permanent. These changes resulted in a net increase of one permanent farm labor office.

The 40 seasonal offices represented two fewer than operated in 1960. Chowchilla, Corcoran, Oroville, and Tulelake were not reopened in 1961, and as indicated above, San Francisco was made permanent. Beaumont, not opened in 1960, was operated briefly in 1961. New seasonal offices included Arroyo Grande and, near the end of the year, Calexico. For a list of all seasonal offices, see Page

ORGANIZATION - CALIFORNIA FARM PLACEMENT SERVICE - 1961


DIRECTOR
DEPARTMENT OF EMPLOYMENT
DEPUTY DIRECTOR-FARM PLACEMENT
Chief, Research & Statistics
(Farm Reporting Unit)
CHIEF, DIVISION OF PUBLIC EMPLOYMENT OFFICES AND BENEFIT PAYMENTS
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FARM PLACEMENT TECHNICAL SECTION
CHIEF OF FARM PLACEMENT
Deputy Chief of Farm Placement
(4) Farm Placement Supervisors
(1) Farm Placement Representative
COASTAL AREA MANAGER
INTERIOR AREA MANAGER
SOUTHERN AREA MANAGER
LOS ANGELES AREA MANAGER
ASSISTANT CHIEF FARM PLACEMENT
ASSISTANT CHIEF FARM PLACEMENT
ASSISTANT CHIEF FARM PLACEMENT
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FARM PLACEMENT SUPERVISORS (4)
FARM PLACEMENT SUPERVISORS (3)
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_____Line authority
- - -Close cooperation

ADVISORY COMMITTEES

The State Board of Agriculture continued as the State Advisory Committee on Farm Placement. Department officials reported to the Board at its monthly meetings.

The Governor's Advisory Council on the Department of Employment, and the Governor's Council of departmental directors were also informed on farm labor subjects.

Few County Farm Placement Advisory Committees continued to function as such. Local communication between the Department and the agricultural industry tended to take place through meetings with representatives of specific commodity groups or farm labor associations. These representatives, in many cases, had been leaders on the county committee and continued to cooperate with the Department in an advisory capacity, individually and through the commodity group or farm labor association.

The Senate Fact Finding Committee on Labor and Welfare, created by Senate Resolution during the 1959 Session of the California Legislature, made a preliminary report to the Legislature during the 1961 Session. The final report of the Committee's two-year investigation of California's farm labor problems was expected to be released during 1962.

Meetings

The Farm Placement Training Conference, March, 1961, was the first statewide meeting of Farm Placement personnel since 1958. Highlight of the conference was the announcement of a new registration policy whereby all farm job applicants--including day-haul and migrant workers--were to be registered in the future. See Page 34.

Year-end narrative reports indicated that area and local farm placement planning and training meetings of staff were held more frequently during 1961 than in 1960--"at least monthly", several said of area meetings. New staff appointments, new policies, procedure, and the release of new farm placement training material--all led to a net increase of about 30 percent in trainee hours reported for farm placement personnel.

There was also a noticeable trend toward preseason meetings with farm labor associations to discuss the labor supply and demand outlook, foreign labor program policies and procedures, and related matters. Similar preseason meetings were held with specific commodity groups, such as the asparagus, tomato, or peach growers. The labor supply and demand outlook was discussed, and consideration was given to housing, mechanization and other factors or conditions which might affect the number and types of workers required, methods of payment, and wage scales--all of which would have a bearing on recruitment for the industry and evaluation of any requests for supplemental labor. The exchange of information, discussion of problems, and the arriving at common understandings, on subjects wherein the Department and the farmers shared responsibilities, did much to facilitate recruitment of domestic workers, or to assure compliance with regulations if use of foreign labor became necessary.

State, area, and local staff, participated in meetings with cooperating agencies, organizations, schools, and farm groups having related interests and responsibilities. Department representatives attended seven meetings with representatives of other states, including the national Farm Placement Conference, meetings with distant labor supply states, and neighboring western states.

AGRICULTURAL TRENDS

State

Between 1960 and 1961, California's overall crop production rose by nearly one percent, while the total acreage harvested declined about two percent and value of production dropped slightly--about half of one percent.

On the opposite page is the official annual summary release by the California Crop Reporting Service, indicating factors and influences determining the 1961 trends.

Tables I and II, Pages 6 and 7, show comparisons of 1960 and 1961 production for specific crops, and recent trends for major crop groups.

Local

Although the state's gross production changed but little between 1960 and 1961, the face of farming continued to undergo significant change in many California communities. The following excerpts from field reports illustrate some of the local trends and how they varied from place to place:

> Southern Los Angeles County--The relentless march of urbanization absorbed more than 3,000 acres of citrus and possible 2,000 acres of vegetable lands during the year. Practically no walnut groves remained in production. Freeways continue to cut across farms, with each butterfly on-and-off ramp taking from 40 to 60 acres. Housing and industrial subdivisions, schools, parks, golf courses, marinas, rubbish dumps, shopping centers, etc., took many acres of fine farm land out of production. Much remaining farming is on leased ground under power lines, between oil wells, or on vacant plots being held for future schools, industrial and residential sites.
>
> Western Riverside County--Improved water facilities have helped to extend citrus plantings, roughly offsetting land losses to industrial and housing developments. Between 4,000 and 5,000 acres of new citrus have been put in since 1955 and expansion is expected to continue.
>
> Fresno County--About 325 acres, mostly in grapes, were removed for the new freeway between Fresno and Selma. About 1,500 acres of former grazing land was leveled and used for row crops, grapes, and citrus. Westside vegetable acreages are increasing. Our cotton allotment was down slightly and that for 1962 will be down also. Safflower acreage was increased substantially and plantings are expected to rise in 1962 because of new uses and demands for safflower.
>
> Kern County--About 6,000 acres of old grazing land were destined to become Kern City, a new community for senior citizens, and 400 acres of former cotton land were being developed into a shopping center. Citrus and nursery acreages continued slow expansion, and there were experimental plantings of canning tomatoes.
>
> Sacramento County--Declining demand for hops and rising taxes led to sale of large hop ranch for real estate development. A proposed jet airport will displace agriculture from rich river bottom lands in Natomas District.
>
> Solano-Yolo counties--Improved water storage and canals are leading to expansion in vegetables on virgin or former dry-farmed acreages.

CALIFORNIA CROP AND LIVESTOCK REPORTING SERVICE

UNITED STATES
DEPARTMENT OF AGRICULTURE
STATISTICAL REPORTING SERVICE

STATE OF CALIFORNIA
DEPARTMENT OF AGRICULTURE
BUREAU OF AGRICULTURAL STATISTICS

P. O. BOX 1258
SACRAMENTO 6

December 18, 1961

1961 CROP PRODUCTION NEAR RECORD - Crop production in California during 1961 was the second largest in the State's history. The 32,713,300 tons harvested this year was up about one percent from 1960 and less than 3 percent below 1959, the record year. Production data for 1961 indicate that California's total crop output is continuing its upward trend and, although there are shifts in patterns between crops, a sustained expansion is expected in the years ahead. The trend toward increased irrigation continues and it is estimated that 95 percent of the 1961 crop tonnage was harvested from land receiving supplemental moisture.

Several factors combined to curtail crop production in 1961. Adverse growing conditions were responsible for low yields from such crops as citrus fruit, canning tomatoes, sugar beets and apricots.... Reduced production of corn silage, a high yielding crop, had a significant effect on the total. Grower participation in government programs for corn and milo, and the smaller acreage allotment for cotton, all designed to reduce production, had a pronounced impact in California. Total production was not reduced significantly by subnormal precipitation but this was important for selected crops. Low citrus production in southern California, and failures of grain in some areas, are examples of crops seriously affected by inadequate rainfall.

Crop acreage harvested was reduced to 8,102,300 acres in 1961, down 193,500 acres from 1960 and the smallest since 1947. Since 1954, California's crop acreage has decreased about 700,000 acres. This reduction has occurred largely in dry-farmed grains. Retirement of submarginal lands used for other crops and the absorption of productive agricultural land in urban areas have been additional factors reducing total cropland harvested. Good quality cropland is being expanded by reclamation in many areas and this expansion has tended to offset urban land losses so far. This offsetting trend will not continue indefinitely, however.

The value of all crops produced in 1961 is estimated at $1,897,846,000, about equal to total crop value in 1960 but 2 percent below the record year of 1959. While there were a few bright spots in 1961, values for many crops were close to or below 1960 levels. In November the United States parity index, the relationship between prices farmers receive and their production costs, stood at 79 compared with an average of 80 in 1960.

WEATHER CONSIDERED UNFAVORABLE - The 1961 crop season was not conducive to record production. High temperatures in the late spring and summer of 1960 resulted in relatively light sets of 1960 bloom for citrus and avocados. Early fall rains in 1960 favored the start of the 1961 planting season. There was, however, relatively light precipitation after mid-December. Timely rains resulted in good dry-farmed grain crops in the northern half of the State but failures were common in the southern half where precipitation was substantially below normal. The reduction of reserve water supplies required tighter controls in the San Joaquin Valley. In this third successive year of subnormal rainfall, growers began to find the effects of increased concentration of salts in fields and orchards, reduced quality of irrigation water, and lack of reserve soil moisture more apparent.

Winter temperatures were cool enough to insure prolonged dormancy but did not reach damaging levels. The spring season was generally favorable for crops in that it was free of damaging rains and most sections escaped serious frost damage. However, late frosts caused serious damage in the Napa Valley. Cool weather during the spring had a minor retarding effect on spring-planted crops but it was very favorable for maturing grain. There were windy periods which depleted surface moisture and caused some crop damage.

A sharp change in mid-June brought record breaking temperatures and hot weather continued until mid-July. Abnormally warm weather was favorable for a few crops, such as cotton, milo and rice. However, it caused extensive damage to grapes, apricots, walnuts, plums, prunes, onions and melons, and it prevented satisfactory early sets of tomatoes and beans. The last half of the summer brought generally favorable weather.

Fall weather was near ideal for harvesting and there was no significant weather loss. All harvests were completed on or ahead of schedule. An open fall permitted tomato growers to harvest a larger tonnage than would have been possible in most years.

FIELD CROPS - Production in 1961 was 19,630,700 tons, up 3 percent from 1960 and second only to 1959, the record year. In 1961, barley and hay production reached new record highs and sugar beets and potatoes were up significantly from 1960. Increases over 1960 also occurred in wheat, oats, beans, and sweetpotatoes. Significant reductions were registered in corn, milo, flaxseed, cotton and cottonseed, and hops.

The gross value of field crops in 1961 was $845,758,000, down 5 percent from 1960. Reductions in grower returns were sharpest in potatoes and hay which brought much lower prices than in 1960. Smaller crops of corn, milo, flaxseed and hops cut their value. Cotton, the State's leading crop, brought higher prices in 1961, holding grower returns close to 1960 levels in spite of reduced production. Higher prices and production increased grower returns for wheat, barley, and beans. Rice held close to 1960 levels. Seeds were off because of lighter production.

Acreage was down to 6,173,000 acres, the smallest since 1947, reflecting declining dry farm grain production, and reductions due to shortages of moisture, government programs and declining profitability of some crops. The acreage of sugar beets, dry beans, potatoes, sweetpotatoes, alfalfa hay, and rice increased in 1961 but all other crops were down or equal to 1960.

(Continued on Page 6)

CALIFORNIA CROP AND LIVESTOCK REPORTING SERVICE - Annual Crop Summary--Continued

FRUITS AND NUTS - California growers produced a below average tonnage of fruits and nuts totalling 6,757,600 tons, 3 percent less than in 1960. Small citrus crops were largely responsible. Citrus production dropped 19 percent below 1960 and 25 percent below average. Production of deciduous fruits was up 2 percent from 1960 and near a record. Tree nut production increased 6 percent and grape production 5 percent over 1960 levels. Avocados and olives dropped sharply in the 1961 season. Record highs in production were set for cling peaches, nectarines, and raisin variety grapes. Navel orange production was the lowest since 1921.

The value of fruits and nuts at the producer level was $579,951,000 in 1961, up slightly from 1960 and 12 percent above the 1950-59 average. Apricots, prunes, walnuts, olives, valencia oranges and desert grapefruit returned substantially less income in 1961 than in 1960. Higher total returns were received for apples, cherries, nectarines, plums, grapes, almonds, avocados, cling peaches, pears, and dates in 1961 than in the preceding year. Apples, Bartlett pears, nectarines and avocados recorded the highest value on record.

The acreage of fruits harvested in 1961 was increased for the fourth consecutive year and reached 1,225,000 acres. Bearing fruit and nut acreage in the State reached a low of 1,187,000 acres in 1957 due to reductions in citrus and elimination of marginal orchards in fruit producing areas. In 1960 we had over 260,000 acres of fruits and nuts that had not yet reached the bearing stage which points to further increases in bearing acreage in the years ahead. These acreages are distributed among all the important crops insuring expansion in production in the future.

VEGETABLES, MELONS AND STRAWBERRIES - Vegetable production grossed 6,325,000 tons in 1961, down only 1 percent from 1960, and close to the record of 6,634,600 tons produced in 1956. Substantial increases in production over 1960 having an influence on the total include cantaloupes, cucumbers, strawberries and tomatoes for processing. Significant reductions occurred in the production of cabbage, carrots, celery, lettuce, onions, fresh market tomatoes, and watermelons. There were numerous additional changes in production levels which were important for the crops affected but which had no material effect on the total. Most changes in production were largely due to adjustments resulting from economic pressures. However, weather was a factor holding down production of processing tomatoes and fall tomatoes in 1961.

The total value of vegetables, melons, and strawberries in 1961 was $472,137,000, the highest in the State's history. The record value established for processing tomatoes, due to relatively high production and a sharp increase in price, was largely responsible for setting this mark. However, the total returns for asparagus, cantaloupes, and strawberries increased substantially over 1960 levels, and these increases, in addition to others less important, contributed to the 1961 record. The value of celery, lettuce, and fresh market tomatoes produced in 1961 was significantly less than in 1960 due to lighter production and extended periods of low prices.

Vegetable acreage in 1961 did not change significantly from the high level of recent years. A total of 704,100 acres of vegetables, melons, and strawberries were harvested. Processing crop acreages increased in 1961 but fresh market crops as a group were down.

Dramatic Story Of Safflower

By Hamilton L. Hintz
Agriculture editor, McClatchy newspapers

(Exerpts)

FRESNO—Every decade or so a new crop comes along to electrify the agriculture of the Sacramento and San Joaquin Valleys. Currently capturing the imagination and predicted for a significant role in future development in the central valleys is an oil seed crop called safflower. While a relatively new crop in California, safflower is one of the oldest crops known to man. The Egyptians used the blossom of the thistle like plant for dye. For centuries in India the meal from the ground seeds has been used for cattle feed. In recent times the oil extracted from the seeds has been used in paints and varnishes as a non yellowing drying oil.

The big increase in the interest in safflower in the last couple of years has come from the claims that the oil is rich in poly-unsaturated fats beneficial in the diet and in the developing for the market of edible products containing safflower oil.

175,000 Acres

Safflower first came to the central valleys in a really commercial way in 1950 when 18,000 acres were planted. By 1953 the total was 45,000 acres, by 1958 80,000 acres, by 1959 108,000 acres and by 1960 160,000 acres.

About 80 per cent of this year's 175,000 acres is from Stockton, San Joaquin County, north, chiefly centering, in order of importance, in Sutter County, in Glenn County, in the Sacramento River Delta (Sacramento, Yolo, Solano and San Joaquin) and in Butte County.

San Joaquin Future

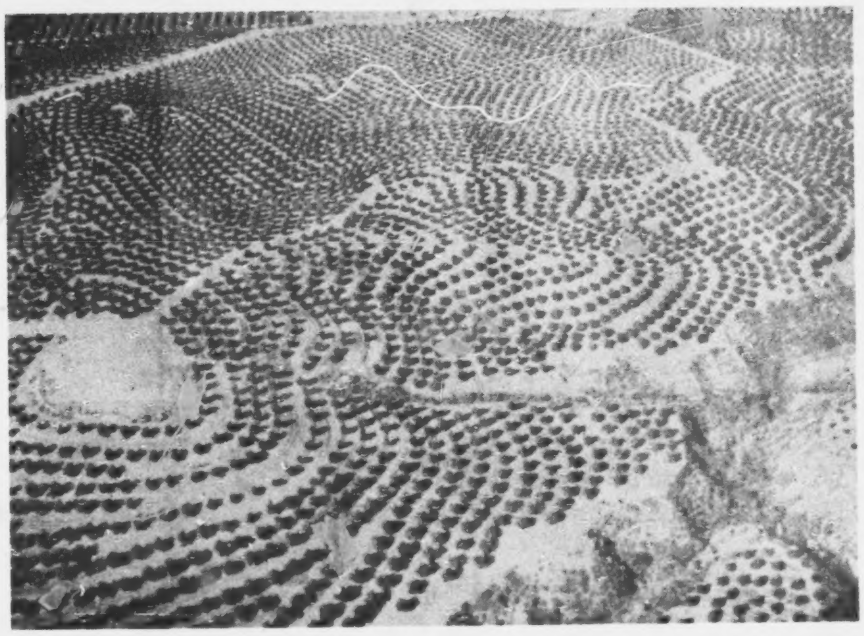
The principal San Joaquin Valley acreages are in Fresno and Kern Counties, followed by Tulare, Merced, Madera and Stanislaus Counties.

THE
SACRAMENTO
BEE
JULY 23, 1961

Citrus industry grows in Riverside County

Citrus is a growing industry in Riverside County. The Agricultural Crop Report of the County Agricultural Commissioner shows that the present plantings, which total 34,274 acres, are the largest in county history.

THE RAPID increase in citrus acreage in this area can be compared with that which is occurring in the San Joaquin Valley. According to state reports, in 1960 Riverside County had the largest acreage of young citrus trees under 6 years old of any county in the state. It had several hundred acres more than Tulare County, its nearest competitor.



NEW CITRUS AREA—The aerial photo shows the extensive citrus planting just west of Lake Mathews.

Kern Orange Groves Continue to Grow

Kern County continues to sprout more orange trees as a burgeoning Southland suburbia keeps up its relentless thrust against citrus groves south of the Tehachapis.

A thousand acres of citrus trees are pulled up every year in San Bernardino County alone, reports The Associated Press. And Orange County is losing acreage to homes by the square mile.

Many of the growers move north to the San Joaquin Valley. Few of the displaced Southlanders, however, have settled in Kern County, reports Kenneth W. Hench, farm advisor.

Most of Kern County's 3,500 acres of orange trees are owned by individuals and corporations which have been long-established with other corps here, Hench explained.

Of the total number of acres, all but 1,100 are non-bearing because of the recency of the planting. "It takes six to eight years before a grower starts breaking even with orange trees," Hench said.

The displaced Southern California growers have settled farther north in the valley, with a large group of them around Terra Bella in Tulare County. Others have gone to Fresno County.

Big Citrus Development Near Fresno

There's a new citrus boom in California. This time it involves opening up new areas previously considered unsuitable for orchards, extensive sprinkler systems and new, resistant root stocks. This is a 1961-style boom.

Citrus Plantings Booming In Terra Bella

TABLE I - CALIFORNIA AGRICULTURAL PRODUCTION - 1960 AND 1961

Selected Major Crops - Including percent of U. S. totals for 1961

CALIF. % of U.S. (1961)	CROP	Unit	1960	(Prelim) 1961	1961 ± 1960
	FRUIT & NUTS--all 1/	Ton	6,996,500	6,757,500	- 3%
100%	Almonds.	Ton	53,000	68,000	+ 28%
8%	Apples	Ton	213,300	244,800	+ 15%
94%	Apricots	Fr Ton	230,000	180,000	- 22%
95%	Avocados	Ton	70,000	35,500	- 49%
28%	Cherries (sweet)	Ton	24,000	28,000	+ 17%
100%	Dates.	Ton	22,100	24,000	+ 9%
100%	Figs	Fr Ton	60,100	63,200	+ 5%
91%	Grapes	Fr Ton	2,694,000	2,816,000	+ 5%
5%	Grapefruit	Ton	88,400	86,600	- 2%
96%	Lemons	Ton	649,800	517,000	- 20%
19%	Oranges.	Ton	1,155,000	938,000	- 19%
100%	Olives	Ton	66,000	48,000	- 27%
52%	Peaches.	Ton	910,000	959,000	+ 5%
54%	Pears.	Ton	363,000	354,000	- 2%
92%	Plums.	Ton	82,000	86,400	+ 5%
100%	Prunes--Dried.	Dry Ton	139,000	138,000	- 1%
73%	Strawberries	Ton	78,400	103,500	+ 32%
91%	Walnuts--English	Ton	70,300	63,000	- 10%
	VEGETABLES--All 2/	Ton	6,371,600	6,325,000	- 1%
54%	Asparagus--All	Ton	95,550	99,000	+ 4%
36%	Carrots--All	Ton	313,800	280,100	- 11%
12%	Potatoes--Irish.	Ton	1,437,850	1,722,350	+ 20%
	For processing--				
32%	9 Major vegetables 3/ . .	Ton	2,509,160	2,624,700	+ 5%
46%	Green lima beans. . . .	Ton	46,650	53,300	+ 14%
8%	Snap beans.	Ton	30,600	36,800	+ 20%
45%	Spinach	Ton	63,000	64,800	+ 3%
55%	Tomatoes.	Ton	2,249,000	2,325,000	+ 3%
	For fresh market--				
32%	21 Major vegetables 4/ . .	Ton	3,614,450	3,415,950	- 6%
56%	Celery...	Ton	440,500	410,100	- 7%
58%	Lettuce	Ton	1,129,850	1,093,300	- 3%
26%	Melons.	Ton	576,200	572,600	- 1%
	FIELD CROPS--All 5/	Ton	19,108,100	19,630,700	+ 3%
18%	Dry edible beans	Ton	162,300	177,100	+ 9%
12%	Cotton	Bale	1,939,000	1,700,000	- 12%
3%	Small grain.	Bu	86,195,000	88,296,000	+ 2%
9%	Alfalfa.	Ton	5,960,000	6,140,000	+ 3%
25%	Rice	Ton	687,600	681,500	- 1%
25%	Sugar beets.	Ton	4,198,000	4,593,000	+ 9%

Source: California and U. S. Departments of Agriculture

1/ Excludes strawberries
2/ Excludes potatoes, includes strawberries
3/ 10 for U. S. Total
4/ 27 for U. S. Total
5/ Includes potatoes and major field seeds

TABLE II

CALIFORNIA

ACREAGE, PRODUCTION, AND FARM VALUE OF PRINCIPAL CROPS, 1947-1961 (1)

PERIOD	FRUIT AND NUT CROPS(2)	VEGETABLE CROPS(3)	FIELD CROPS(3)	TOTAL
		Acreage		
Average:				
1947-1951	1,414,681	615,024	6,354,520	8,384,225
1952-1956	1,277,440	650,480	6,762,600	8,690,520
1957-1961	1,201,920	700,660	6,401,020	8,303,600
Year: 1959	1,197,100	698,500	6,416,200	8,311,800
1960	1,204,200	705,700	6,385,900	8,295,800
1961	1,225,200	704,100	6,173,000	8,102,300
		Tons of Production		
Average:				
1947-1951	7,141,540	4,264,600	13,504,420	24,910,560
1952-1956	6,946,680	5,461,820	16,277,220	28,685,720
1957-1961	6,869,480	6,194,340	19,124,120	32,187,940
Year: 1959	7,565,300	6,039,300	19,987,300*	33,591,900*
1960	6,996,500	6,371,600	19,108,100	32,476,200
1961	6,757,600	6,325,000	19,630,700	32,713,300
		Farm Value of Production - Dollars (4)		
Average:				
1947-1951	445,709,000	312,992,000	702,107,000	1,460,808,000
1952-1956	501,758,000	390,872,000	815,756,000	1,708,386,000
1957-1961	560,785,000	441,719,000	849,461,000	1,851,965,000
Year: 1959	578,147,000	445,708,000	915,796,000	1,939,651,000*
1960	573,135,000	443,152,000	889,612,000	1,905,899,000
1961	579,951,000	472,137,000	845,758,000	1,897,846,000

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(1) SOURCE: California Cooperative Crop and Livestock Reporting Service

(2) Acreages for fruit and nut crops refer to bearing acres. Included are acreages of chestnuts, filberts, pecans, limes, and quince, for which production and value are not included.

(3) Data for potatoes and sweet potatoes are excluded from vegetables and included in field crops. Field crops include 9 leading field seeds.

(4) Farm value does not represent income to farmers and, therefore, is not comparable to cash receipts from farm marketings.

(*) Marks annual figures which represent the highest on record for the State.

MECHANIZATION AND OTHER LABOR-SAVING TRENDS

More machines and labor-saving devices, along with better methods and materials, continue to change manpower needs for, as well as the nature and performance of many farm tasks. This is the general and continuing trend throughout California agriculture.

However, labor saved by mechanization of specific crop and livestock activities tends to be obscured by concurrent changes in other variables which influence labor needs from year to year. Changes in acreage, production, conditions, disposition, season, rate of marketing, and similar factors often cause a net increase in labor needs during the same period that labor saving has been making considerable progress. The labor saved may not be readily identifiable because it is engaged in other work, here or elsewhere. The labor saved may be evident only by the absence of labor shortage.

Measurement of the impact of mechanization requires information regarding the labor requirements with and without machines, other influences notwithstanding. The complexity of California agriculture and the nearly infinite directions in which labor saving is moving complicate such measurements. There is lack of information regarding the numbers, types, uses of machines, variations in output of each type and under varying conditions or places of use. Wide experimentation and continuing adjustments in machines mean lack of standardization in the tasks performed and the efficiency of performance. There is wide variation in the size and composition of crews. There are inadequate records for assumptions as to the use of the various machines in relation to capacity or potential use under prevailing conditions and considering time out for mechanical maintenance and repair, work stoppages due to quotas on deliveries to market or processor, and similar factors. For these reasons, among others, it is not possible to define the "impact of mechanization" in terms of changes in numbers of machines and men, or amount of crop handled mechanically from year to year.

The most conspicuous reduction in high labor requirements, due largely to mechanization, has been and continues to be in the cotton harvest. Even with a 10 percent increase in production, between 1951 and 1961, peak employment in cotton picking dropped from 87,500 to 25,000 workers.

A special form was devised to gather California field estimates and information which might indicate the net impact on labor use by production and technological trends. Because of the many variables mentioned, most of the field representatives had difficulty in making estimates although they provided excellent descriptions of some of the machines which are being developed and which, in the future, can be expected to change hand labor requirements. A sample field report is shown on Page 12, and excerpts from others follow.

The reports in general revealed interesting results of advancing technology although there was reluctance to attempt estimates of the specific changes in labor requirements. For example, pending expansion of mechanization in the harvests of lettuce, tomatoes, and some other vegetables, points up the creation of new field jobs for women--as in the wrapping of lettuce and grading of cannery tomatoes on the field machine. There is talk of a new demand for couples who might be considered ideal for work on these harvesters which could use both men and women in different parts of the operation.

While such possibilities suggest greater use of women in the fields, expansion of mechanization in the fruit harvests--which is developing more slowly but is increasingly promising--may limit employment opportunities for women and youth who have made up a substantial part of family picking crews. Whether the net future result may be more or fewer field jobs for women, it appears that the new jobs may be less arduous and more remunerative for female workers.

For seasonal workers in general, mechanization may influence their employment in several ways. The use of bins and gondolas instead of lug boxes does not seem to lead to much reduction in the work force but it makes the work easier and has been reported to improve possible earnings to members paid on a crew basis. At the same time, there has been reluctance among some workers to accept work for which pay was on a crew basis.

The rising need for skilled workers to operate and maintain the new machines was being met primarily by regular farm hands and growers themselves. The regular hands, experienced in operating tractors, grain harvesters, and other common types of motorized equipment, could usually adapt their knowledge for successful handling of the new machines. Operators of nonagricultural machines, such as road equipment were sometimes attracted by openings for operators of the new farm machines. Many farmers, on the lookout for good men, would give a promising seasonal worker a chance to try his hand at operating a machine, often starting the upgrading of the seasonal laborer into a skilled equipment operator.

The generally high cost of mechanized equipment has prompted some farmers to expand or diversify their production to raise the ratio between use and capacity of the machines. This extends the period of need for equipment operators, often leading from seasonal to permanent employment opportunity.

The need to participate in the benefits of mechanization, by farmers whose relatively small operations did not warrant the investment, was encouraging an increase in custom work by farmers or other equipment owners.

The interest of some farmers in exploring mechanization was quickened by their apprehensions concerning the labor supply and possible labor difficulties during critical harvests.

It appears that the 1962 trend in mechanization will be continued gradual progress in many directions, including experimentation, expansion in use, and greater efficiency in operation. The accompanying changes in the labor market will probably also continue to be gradual. Machines are not expected to lead to sudden displacement of large numbers of domestic hand workers for whom there would not be continuing and possibly improved farm job opportunities in California. It is likely that additional machines, with domestic operators and crews, may continue to reduce certain labor shortages for which foreign hand labor has been needed.

Mechanization & Labor Saving Methods
Trends, 1960--1961

Cotton Harvest
Kings County

Machines: (Major type) (Output)

1960 - one-row machine: About 8 bales per 10-hr day. Dry weather through 10-2-60.

1961 - two-row machine: About 22 bales per 11-hr day. Dry weather through 11-18-61.

1961 - new one row machine: Performing within 80% of present two-row machines.

Trends in production, mechanization, and labor requirements

ITEM		1960	1961	(Est.) 1962
1. Total acres involved in activity		120,650	102,400	101,500
a. Acres handled by machine		107,100	99,350	98,500
2. Production--if activity is harvest. (Unit bale)		217,800	189,400	188,000
a. Amount handled by machine		192,850	183,750	172,200
3. Total man-weeks for activity		40,350	14,500	14,000
4. Total employment at peak of activity		4,000	1,500	1,400
a. Farmers and unpaid family workers		400	300	300
b. Hired regular workers		1,100	500	500
c. Hired seasonal domestic workers--Local		1,700	500	500
d. Hired seasonal domestic workers--Migrant		800	200	100
e. Contract foreign workers		0	0	0
5. Approx. No. of women & youth included in total		1,800	700	650
6. Skilled equipment operators included in total		500	600	600
7. Prevailing wage:	Skilled Operators (Per hour)	1.50	1.50	
	Common labor (Per 100#)	3.00	3.00	

Factors influencing mechanization: (1) Improved spindles and machine operation, gradually reducing grade differential between hand and machine picked fiber; (2) Lower costs per bale picked by machine.

Effects on farm labor market: The migratory picker is rapidly being replaced by the hired year-round skilled worker, who's average earnings are higher, and there is less unemployment during a year. The permanent worker's children have a better opportunity for education, on an unbroken basis, and development of skills for which there is generally a ready market, i.e., shop mechanic, farm accountant, and agricultural engineer. The gateway to opportunities may be on the farm of the father's employer.

Effects on season, custom work, etc: Cotton harvest mechanization has shortened the cotton harvest season, weather permitting operation of the machines. The crop is ginned faster, reducing fiber damage due to inclement weather over a prolonged season. Mechanization has opened the door to custom work. A custom operator's equipment may supplement the grower's own machines or some growers' machines may do custom picking for neighbors.

Limitations of mechanization: Wet weather can stop machine picking for indefinite periods--waiting out ground firmness--whereas hand picking can be resumed under conditions not adapted for machine operation.

EXCERPTS FROM LOCAL REPORTS ON MECHANIZATION

Butte and Glenn, almond harvest. Most knocking and pick-up machines are mounted on rubber-tired tractors, self-propelled. Roughly 60 to 70% of the acreage is harvested by machine. Mechanization has been gradual, without sharp change from year to year.

Primary factor influencing mechanization has been the desire of growers for assurance of getting their crop harvested without labor problems, particularly when children must return to school.

Mechanization of this activity has reduced the need for a seasonal, migrant work force. The grower or family member usually operates the equipment or else local workers are trained to do so. The operation of mechanical knockers requires considerable skill, while less skill is required in the operation of pick-up machines and mechanical sweepers. Almond knocking machines are now well past the experimental stage and most of the "bugs" have been eliminated.

Mechanization is not having any appreciable effect on length of season or disposition of crop. Custom work continues to increase and trees are being pruned and shaped for better adaptation to mechanical harvesting. Custom work increases each year and will continue to do so as more commercial operators enter the field.

Major limitation in mechanization of this activity is the initial equipment cost. It takes approximately a minimum of 50 acres of bearing trees to warrant the purchase of equipment, and most of the small growers cannot afford in the neighborhood of $5,000 for a knocking machine and $4,000 for a pick-up machine.

Ventura, walnut harvest. The use of mechanical shakers was extremely diverse. There were about ten or twelve machines in the county. One ranch with more than 400 acres was 100 percent machine harvested. A ranch of about 100 acres, used mechanical shakers but all hand picking. On a 300-acre farm, about half the crop was shaken by machine and the rest by hand.

One ranch, approximately 600 acres, did hand shaking on the first pick, optional either hand or mechanical with the hand pickers on the second pick, and required mechanical shaking on third and any subsequent picks and for gleaning.

There are several custom shakers, but this had little effect on the total labor requirement. Under the circumstances described, it is virtually impossible to determine any net trend in labor needs.

Merced, almond harvest. Usually two machines are used--a mechanical shaker to shake nuts from trees and a mechanical sweeper to pick nuts up from the ground. Some growers have both machines and are completely mechanized, others are partially mechanized, having a shaker and using hand labor for picking up.

Labor shortages and rising costs of labor are the main factors in mechanization of the almond harvest--about 60% mechanized in this county.

EXCERPTS FROM LOCAL REPORTS ON MECHANIZATION - Continued

Sutter and Yuba, peach pruning. (Experimental) One operation in peach pruning that has increased is the butch topping of peach trees immediately after harvest. The machine is self propelled and moves down one side of tree row and cuts off top of tree to desired height. It then comes back on the other side of tree and completes the topping operation. It is anticipated that a saving of about $12.00 per acre will be saved in overall cost. Labor shortage is not a factor in pruning. Neither is housing.

This operation lowers the height of tree and pruners can get to tree top without high ladders thus saving time. Earning will remain the same on an hourly basis. Piece rate will be about the same per tree but a few more trees can be pruned per day.

So far most of this topping has been custom work but growers are thinking of constructing their own equipment. Again, the cost of the machine will tend to stop a small grower. Season length will not change although the topping is done immediately after harvest about September 20 and pruning of peaches by hand starts about November 20. Outlook is for more butch topping of peach trees each year.

Monterey, garlic harvest. (Experimental) One employer is using a converted potato digger with twin conveyor, with 14 workers on the conveyor belts grading and sorting, two workers on the end of the machine sacking the garlic. This machine digs the garlic; rollers on conveyor belt top and clean garlic. The sacks are left on the ground and are later picked up dumped into a side delivery conveyor, which loads the garlic into a truck for bulk delivery to the dehydrator.

Main factor for mechanization is labor shortage and considerable saving of man-hours and cost of harvesting.

Mechanization of garlic harvest for the dehydrator has saved 500 man-hours; no special skills were required for the workers to work on the garlic harvester conveyor belt. Since we had a labor shortage, no unemployment resulted because of this mechanization.

Since mechanization of the garlic harvest was only for acreage grown for dehydration, this had no effect on the normal time of garlic harvest or the length of the season. The harvesting machines were owned and operated by the dehydrator who had a contract with the growers for this crop.

The garlic harvester has certain limitations, mainly due to soil and crop conditions. In light loose soil this machine does an almost perfect job whereas in heavy soil or in rough fields quite frequently a crew of workers have to follow and pick up the garlic left by the machine. Also, if crop yield is below normal and the size of garlic is small, the machine has to be followed by hand labor. The garlic harvester at present is a remodeled older machine and considerable improvements are expected for 1962.

EXCERPTS FROM LOCAL REPORTS ON MECHANIZATION - Continued

Butte and Glenn, prune harvest. Catching frames are composed of 2 self-propelled halves that can move as separate units from tree to tree. Elastic material is used to create a tight seal around the tree trunk when halves come together. Most harvesters have hydraulically operated boom shakers mounted on each side. Prunes roll down sloping sides onto conveyor system which channels and lifts fruit into bins. One harvester differs in that the entire slanted catching area is a revolving sheet which lifts the prunes up to belts which carry them to bins. The number of bins carried by each machine varies from model to model. Most harvesters with both halves together cover an area approximately 26 feet square. There is some mechanization in roughly one-fourth of the harvest and little change in labor is reflected between 1960 and (expected) 1962.

Primary factors influencing mechanization of this activity have been the increasing cost of labor and the shortage of labor, particularly toward the end of the season when children must return to school. Another contributing factor is the lack of family housing in most areas.

The concensus of opinion among area growers using mechanization in prune harvest is that a stable, local semi-skilled group, trained and able to operate the various types of equipment used will eventually replace the itinerant farm worker. Between 4 and 6 men are required to operate a mechanical harvester, which picks from 30 to 60 bins of fruit per day, depending on conditions. One grower reported that in one orchard six bins (the equivalent of 180 lug boxes) were picked in 18 minutes. Most growers figure that harvesters can pick between 1,500 and 2,000 lug boxes per day, whereas it takes a family of 5 good workers one day to pick between 150 and 200 lug boxes--hence, the mechanical harvesters replace 5 or 6 such families.

As all prunes are dehydrated, mechanization is not expected to have much effect on length of season and disposition of crop. Custom work will increase and trees are being pruned and shaped for adaptation to mechanical harvesting.

"Bugs" are rapidly being eliminated from equipment used, and it should only be a matter of time until improvements and initial cost reductions are made which will almost completely mechanize this operation. At the present time mechanization is primarily limited to larger orchards because cost of equipment ranges between $12,000 and $15,000.

As to the future, some growers are using gondola trailer type catching frames pulled by tractors. They work in pairs, one to each side of the tree and have wings that channel prunes into the gondolas. A tractor-mounted shaker follows the trailers. The gondolas are emptied by lifting one end with a hoist.

It has now been found that fruit can be placed 2 feet deep in bins and transported a considerable distance without damage. These bins, which hold about 1,200 pounds of fresh fruit, or equivalent of about 30 lug boxes, have reduced handling costs and are rapidly replacing lug boxes.

(Editor's note: Recently, there has been a reported outbreak of canker infestations traceable to tree damage by mechanical shakers. The report states, "Discovery of the disease at an apparent early date, however, may be a good break for mechanical harvesting. It may force development of highly refined shaker attachments and operational techniques to eliminate excessive damage.")

EXCERPTS FROM LOCAL REPORTS ON MECHANIZATION - Continued

Monterey, lettuce harvest. A revolutionary machine which wraps lettuce heads individually in the field was introduced to Monterey County in 1961. It is self-propelled and inches along behind 6 to 12 cutter-trimmers who cut the lettuce, inspect for disease, trim excess leaves, and lay on rows. As the machine's two 16-foot booms pass over the loose heads, 4 to 6 other workers pick them up and place on wrapper's tray on machine. Ten to twelve female wrappers sit at individual table in boom part of machine, wrap lettuce head in tri-cite paper, seal with hot electric plate, drop wrapped head on conveyor belt; wrapped lettuce passes through a shrink tunnel (electric oven) which shrinks tri-cite paper to head, and then on up conveyor belt to truck bed where 20 heads are packed in a carton.

Use of this mechanization by the employer who developed it changed the average field pack crew of 50 male workers to a machine crew of 32 workers, half of whom were women.

Since this mechanization moves the packing operation from shed to the field, it introduces field jobs for women as wrappers. There are also set-up workers who keep the wrapper stations supplied with lettuce. Cutter-trimmers are still all male. This has reduced the number of workers from an average standard field pack crew of 50 male workers to a crew of 32, comprised of approximately 16 women and 16 men. It has created two new job classifications per crew, but has eliminated six. Use of this mechanization has not resulted in unemployment, but rather, has attracted more domestic workers. The employer has indicated that he expects to increase use of these machines in 1962.

Alameda, lettuce, plant-thin-hoe. (Experimental) Precision planter--using pelletized seed. This planter, when used as a tractor attachment, can plant with a high degree of accuracy to any depth and spacing desired in either single or multiple rows. Uniformity of spacing produces a uniform plant. Thinning activity is greatly minimized and "doubles" are eliminated. Pre-harvest activity labor cost reductions as much as 40% per acre are reported.

Usual seeding has produced a solid row of plants, necessitating use of short-handled hoe and hand thinning to remove all plants between the singles intended to grow. This arduous work was generally unacceptable to domestic workers.

A greater number of domestic workers accepted work in thinning and hoeing lettuce in those fields that were precision planted. This reduced the need for supplemental workers. Although the short-handled hoe is still being used, it may eventually become a long-handled hoe activity. Domestic labor displacement is not a factor since the activity relied heavily on Mexican Nationals.

There has been no noticeable change in the total labor requirements to date. The new method has been experimental but is almost sure to increase next year, with some custom work being done.

Vegetable Day Provides Wealth Of Information

THE SACRAMENTO BEE

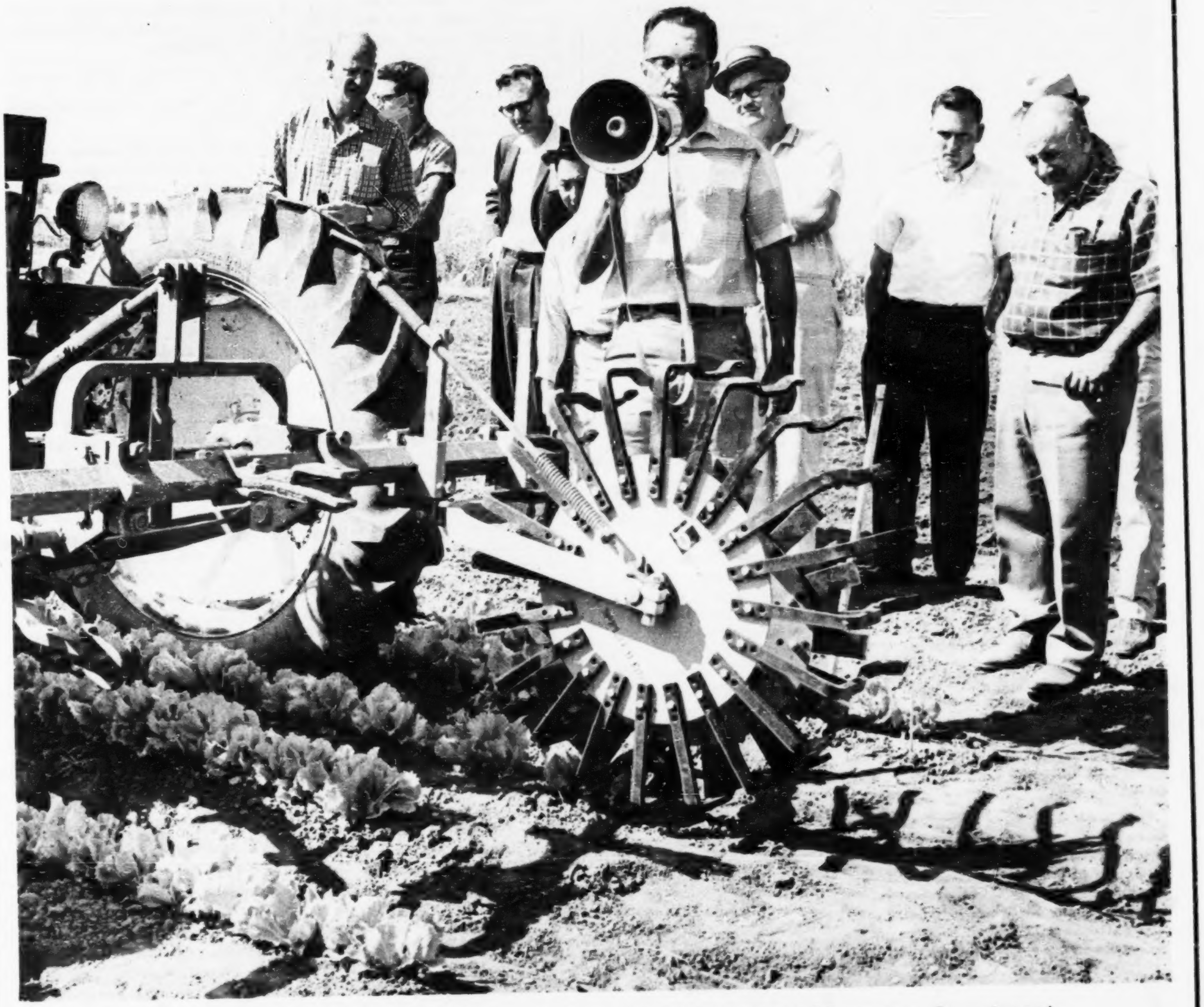
OCTOBER 1, 1961

DAVIS, Yolo Co. — Why onions smell, seed packaging, the importance of soil moisture measurement and tomato diseases and fertilizers were among major topics of discussion during the annual vegetable crops field day at the University of California at Davis. Some 150 growers and vegetable crops field men from Superior California attended the all day meeting.

Members of the university's vegetable crops, agricultural engineering, entomology, soils, irrigation and food technology departments provided demonstrations and samples of progress made in several crops studies.

Following registration, visitors inspected displays of vegetable crops study exhibits.

(Photo, courtesy of Sacramento Bee)



LETTUCE THINNER—Michael Zahara of the university's vegetable crops department demonstrated the use of a lettuce thinner. The machine is designed to take out a number of plants to fit the spacing of the bars on the wheel.

MECHANICAL HARVESTING PROGRESS

THE CALIFORNIA tomato GROWER
December
1961

WITH THE 1961 tomato season virtually over, we are presenting a report on the tomato mechanical harvesting activity. You will recall this year we again made a cash grant to the University of California, Davis, for the continued study and research for mechanization. Mr. Robert C. Pearl, Extension Processing Crops Specialist of the Agricultural Extension Service of the University, has probably been closer to this work than any individual. The report presented here is made up primarily of the information he has gathered throughout the season. Growers, processors, the National Canners Association, as well as the University worked in close cooperation in order to make their individual information available for the benefit of all concerned. To those cooperators the industry is deeply indebted.

The Machines

The BLACKWELDER - UC machine, the only one with any previous California commercial experience, is a much better machine than last year. This year with 25 machines they were consequently running into field problems that they have not experienced before—a specific problem being dirt (ground preparation is still basically important). Blackwelder has now changed the pick-up, added a reel with retractable fingers, changed the position of the cutting knife, changed the final cross conveyor from solid to link belt, and made other minor changes. As a result of these changes, they have been able to increase the capacity of the machine, cut down the amount of fruit loss at the header, decrease fruit breakage, and decrease the dirty smear on the fruit, as well as eliminate small clods that were going into the bins or boxes. With the changes in design, the machine is able to deliver as clean or cleaner fruit as any machine in the field.

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FOOD MACHINERY CORPORATION, as we understand it, had five machines in the field this year. Seed Research Specialists have four of their machines, three of them at Gilroy, and one at Modesto. The fifth machine was used by FMC for experimental work during the season. The machines purchased by SRS were used primarily for seed harvest. The experimental machine was used in both the King City area and the Sacramento Valley and performed very well.

CHISHOLM-RYDER had a prototype, self-propelled machine in the field this season on which they were successful in elimination of the "bugs" that seem to show up in any new machine. It was set up to be used for both boxes and bins. They feel confident that they will be ready for commercial type tests next summer.

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Varieties

The machines purchased by growers or experimental models of manufacturers were manufactured to harvest the Red Top pear shape tomato. This year several thousand acres of pear-shaped tomatoes were harvested by machine and only a few hundred acres of round type. Due to weather conditions we had two crops of tomatoes on the vines this year. When mechanically harvested, it resulted in destruction of the second crop to get the first crop. Growers with labor available, in several cases found it worthwhile to hand harvest the first crop and get the second crop with the machine. Relative to this two crop condition, the rate of harvest was a little disappointing with most machines. Based on last year's experience of harvesting a maximum of approximately 10 tons an hour at Les Heringer's with the UC designed Blackwelder, it now seems apparent that this rate of harvest can be obtained only where the available yield of *ripe* fruit is in excess of 30 tons per acre. The sorting of green fruit was tremendous this year with the usual two crops of fruit. Currently it looks as if only six to seven tons per hour can be expected.

During the latter part of the season the performance of UC 145 VF was checked in many different climatic and field situations. In general, it looked pretty good to everyone concerned. Size was small, planting dates were late, and growing conditions were unusual. However, many people feel UC 145 looked good enough, under the conditions we had this year, that it should do very well in a so-called normal season. Again we need to remind ourselves that UC 145 VF was released as an interim variety to be used to gain experience until plant breeders come up with better mechanical harvesting varieties. In both University and canner tests, 145's have been put up as whole pack tomatoes without coring. If we can put up a good solid pack tomato of smaller fruit without coring, why core them? High in-plant labor costs (not consumers) forced canners to use larger and larger tomatoes in whole packs. The consumer has to figure out how to best use the one, two or three tomatoes that come out of a 303 or 2½ can of whole pack. With smaller, solid, uncored tomatoes the housewife might be able to use canned tomatoes in salads, as well as have a better product for other current uses. Tomato mechanical harvesting may well result in better whole pack tomatoes.

Box Handling Attachments

A box handling attachment was installed and tested on the UC owned Blackwelder - UC machine. Although an experimental set-up, its use did prove that boxes could be used with a mechanical harvester delivering fruit at the rate of six tons per hour. We did witness field trials of the Chisholm-Ryder self-propelled machine which was equipped for boxes; the principle seemed to work satisfactorily but the crop condition left something to be desired. Food Machinery Corporation also tried a box handling attachment on their machine.

Night Operations

We witnessed a trial of a night harvesting operation on Joe Holmes' tomatoes in the Clarksburg area. Lights were installed on the Blackwelder machine being used for modification purposes and it was tested for night use. As might be expected, it is not at all unreasonable to machine harvest tomatoes at night as well as during the day, thereby increasing the number of acres that can be harvested with any one machine during the season.

Dirty Fruit

Since the dirty smear on the fruit appears to be a problem that is likely to continue, the University has been looking for some way of eliminating it. The UC researchers came up with the notion of putting a chlorine water spray on the fruit just before it goes into the bins or lug boxes. University engineers equipped their UC owned Blackwelder machine with a water reservoir tank and three spray nozzles over the final elevator. The chlorinated water can be re-used. First tests looked very good to both NCA and UC researchers. The fruit that went into bins or boxes after going through the chlorine spray was very clean in comparison to non-sprayed lots that came off of the same field in companion runs.

Another way to cut down the dirt and microbiological spore load is to place a plastic liner in the bin, partially fill it with chlorinated water and deliver fruit from the machine into the chlorinated water in the bin. As soon as the bin is filled with fruit the water is let out so that you are not concerned with the cost and problem of hauling water from the field to the cannery. Tests have shown that with the use of this chlorinated water "bath" there is a tremendous reduction in bacterial load and dirt goes to the bottom of the bin. Both NCA and UC researchers feel that if we cannot eliminate the dirty smear on the fruit, we must consider commercial use of either the spray or water "bath" ideas to cut down danger of canned fruit spoilage.

Bin Sampler

Mike O'Brien, who has been working on a bin sampler to be used for taking samples for State Grading, has advised that this project has been successfully completed. The sampler being tested is one where the bin to be sampled is placed in a tank of water and a sampling device is lowered into the fruit, taking a sample from the top to the bottom of the bin. It appears that with the proper equipment, truck loads of bins can be accurately sampled and graded as fast as truck loads of boxes. As you know, during this experimental year the State Tomato Inspection Service provided inspectors in the field, for each mechanical harvester. This, however, is a very expensive procedure and certainly would not be economically feasible when machine harvest becomes common and there are a great number of machines in the field.

Current University Research Program

Research and evaluation is a cooperative effort involving the Departments of Agricultural Engineering, Food Science and Technology and Vegetable Crops. The Agricultural Extension Service is collecting cultural information in the field through local farm advisors' offices. Actively participating in the program are eight faculty members, at least six farm advisors, and more than 10 technicians. The over-all program can be divided into five inter-related phases:

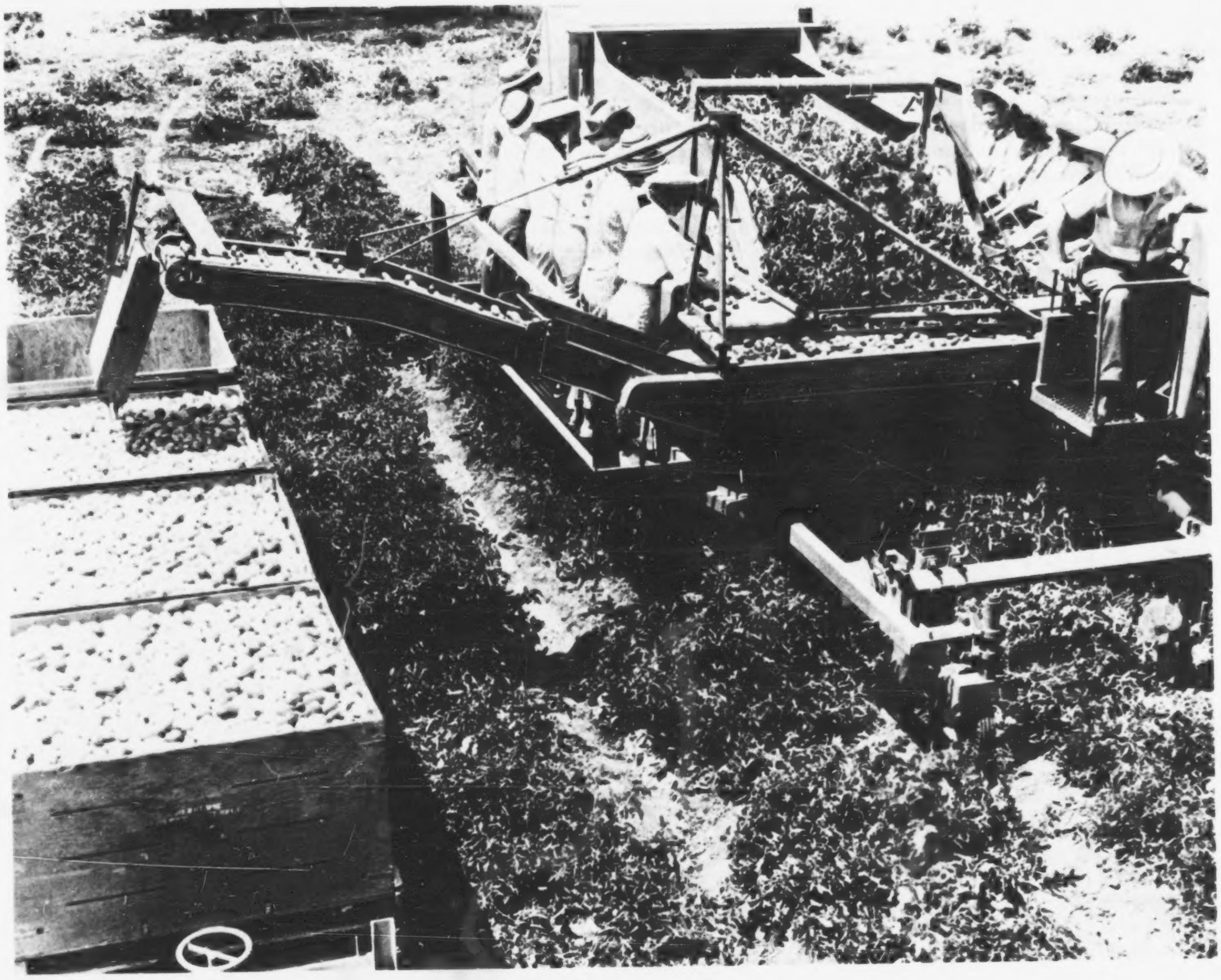
1. Engineering development — basic machine design, bulk bin evaluation and sampling.
2. Variety development and evaluation.
3. Cultural practice study and evaluation.
4. Post-harvest raw material characteristics evaluation to study effect of machine harvesting and bulk handling on both pear tomatoes and the interim mechanical harvesting variety UC 145.
5. Processing characteristics of product quality evaluation of mechanically harvested and bulk handled tomatoes.

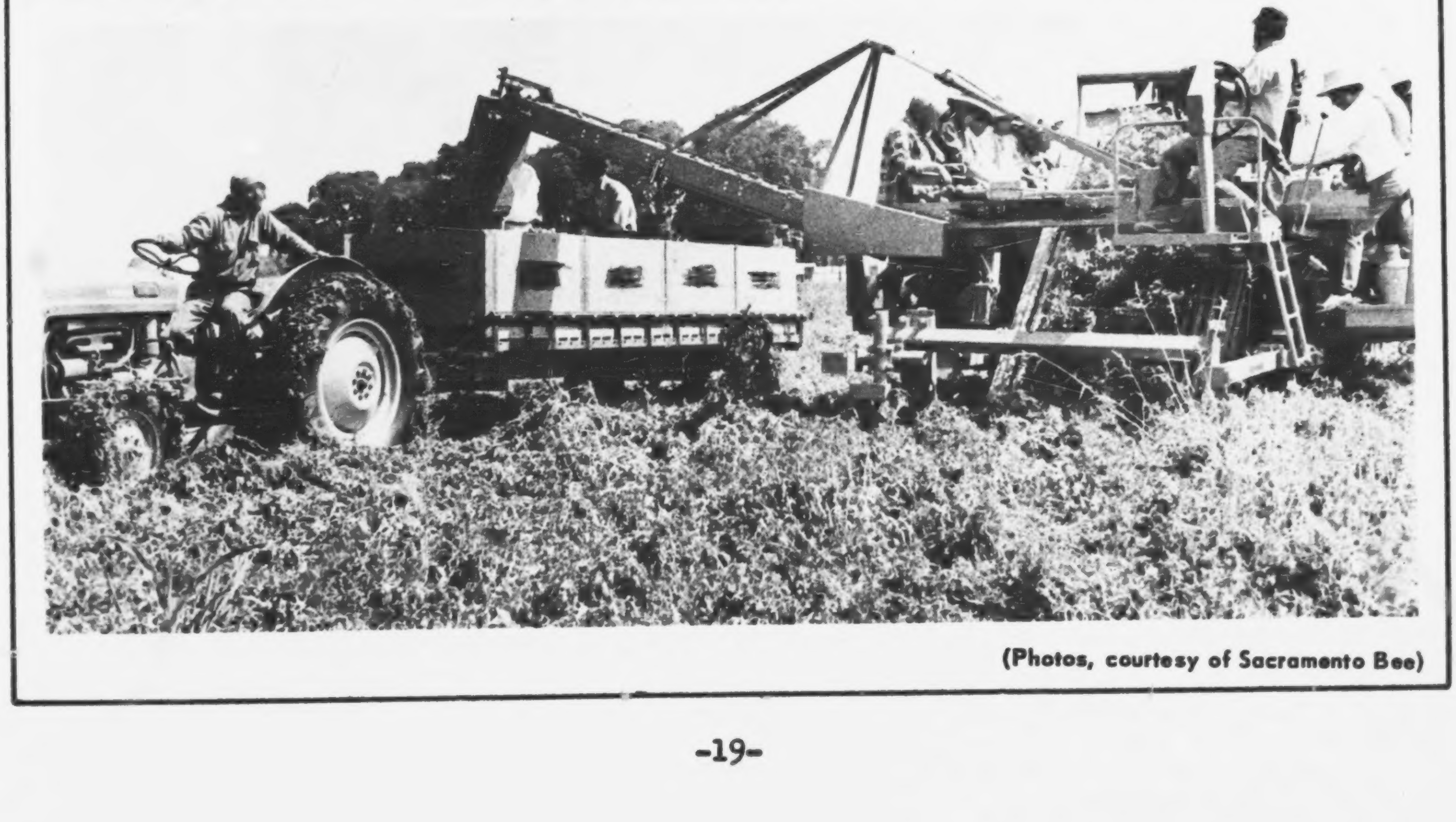
The University of California has to its credit the development of the basic design and prototype machine. This design is based on the principles resulting from the research and experimentation of Coby Lorenzen of the Department of Agricultural Engineering. In addition, Jack Hanna's breeding program provided UC 145, a round type tomato adapted to mechanical harvesting and released as an interim variety. Jack Hanna does not believe that this is a final variety but it provides an acceptable variety for use in the field until he has something better. It is the *only* round variety offering enough promise in California to be tried commercially this season. There are still many problems occurring but we are a long way beyond the point we were prior to two years ago when Coby Lorenzen and Jack Hanna were still very much on their own in mechanical harvesting research and development, and the industry was much less interested in the work they were doing.

In Conclusion

Field testing is over for this season. Researchers will be summarizing results of their work during the next few months. Machine manufacturers will be making the changes that have become apparent from this year's experience. There will no doubt be numerous meetings including all interested parties to share experiences this year, and to determine where we go from here and how we are going to get there.

TOMATO HARVEST MECHANIZATION - Continued





(Photos, courtesy of Sacramento Bee)

LAKE COUNTY PEAR MECHANIZATION

(Photos, courtesy of B. C. Rucker)

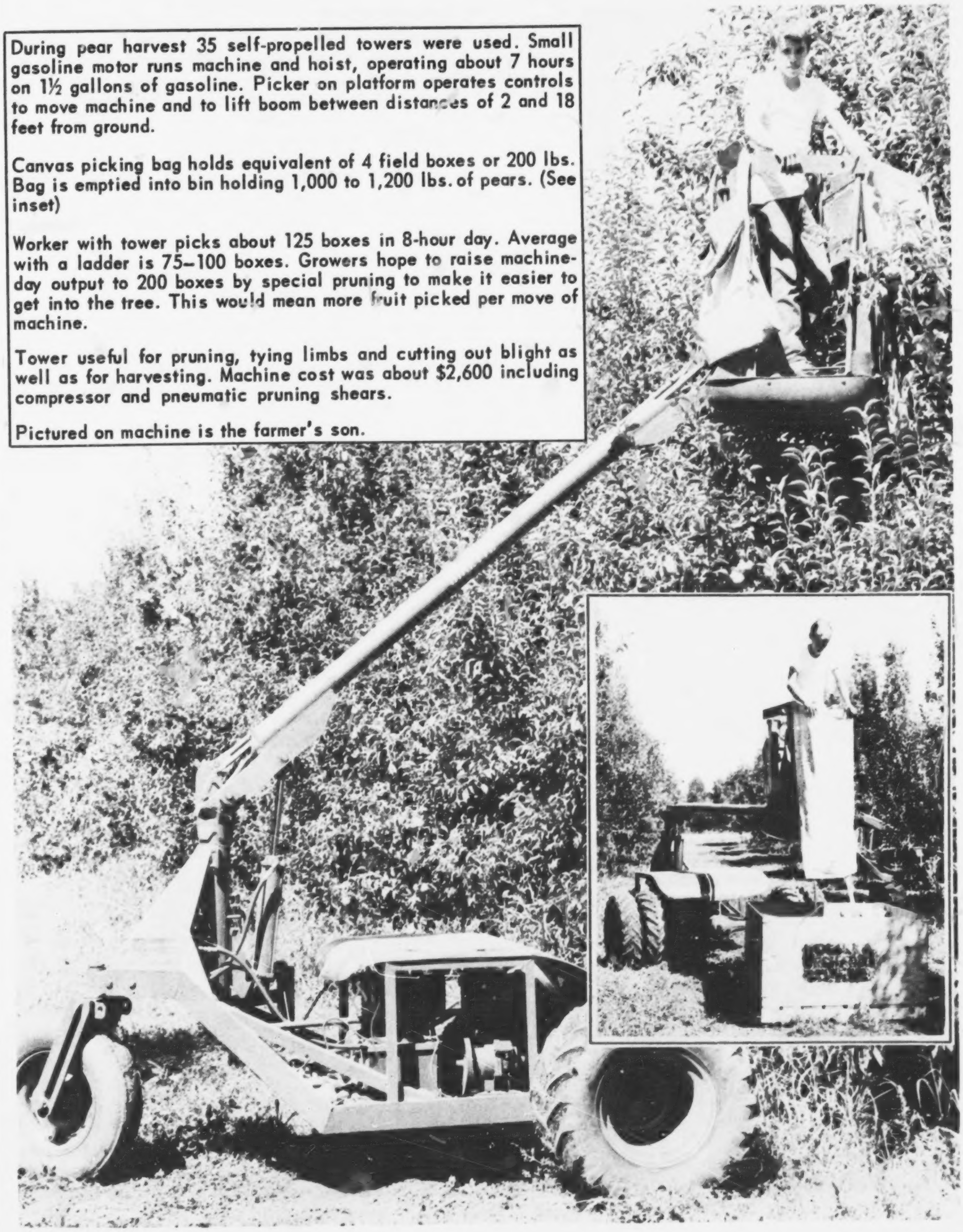
During pear harvest 35 self-propelled towers were used. Small gasoline motor runs machine and hoist, operating about 7 hours on 1½ gallons of gasoline. Picker on platform operates controls to move machine and to lift boom between distances of 2 and 18 feet from ground.

Canvas picking bag holds equivalent of 4 field boxes or 200 lbs. Bag is emptied into bin holding 1,000 to 1,200 lbs. of pears. (See inset)

Worker with tower picks about 125 boxes in 8-hour day. Average with a ladder is 75–100 boxes. Growers hope to raise machine-day output to 200 boxes by special pruning to make it easier to get into the tree. This would mean more fruit picked per move of machine.

Tower useful for pruning, tying limbs and cutting out blight as well as for harvesting. Machine cost was about $2,600 including compressor and pneumatic pruning shears.

Pictured on machine is the farmer's son.



mechanical pruning

Biggest use of mechanical topping during the past winter was in California peach orchards; thousands of acres got a "flat-top" cut by machines.

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And in California, both plum and pear trees were pruned by machines on an experimental basis.

The man who is more often quoted than anyone else on this subject is Norman Ross, the energetic, imaginative fruit specialist in the Stanislaus County Extension service office at Modesto. Several years ago, in cooperation with growers, he began a series of tests in which he simulated with hand tools the kind of flat cut that mechanical equipment would give.

In doing this, he had two goals: 1) to increase the amount of low fruiting wood, or hangers, which are typical of high-yielding California peach trees, and 2) to reduce pruning costs. Topping was done at three periods in the season: from 4 to 9 weeks before harvest, immediately after harvest, and during the regular pruning period.

"We've been letting a lot of peach trees get too high," Ross says. "The result is that after a while all the low wood is shaded out, and the fruit that is low and inside the tree doesn't develop color and maturity. At the same time, it's getting harder and harder to find competent pruners," Ross says.

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By using the machines to top the trees, followed by a simple follow-up job of hand pruning, California peach growers have reported savings of $20 to $30 per acre, according to Ross. But to realize this saving, the hand pruning has to be limited to taking out dead wood and sprouts. Mechanical topper operators mostly worked in California last year for about 15 cents per tree. Some growers got their hand work done for as little as 20 cents per tree.

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Where the initial goal is to reduce the height of the trees by a couple of feet or more, the heavy-duty type of topper with circular saws is generally used, not only because it can cut heavier wood but also because it tends to throw prunings out of the trees.

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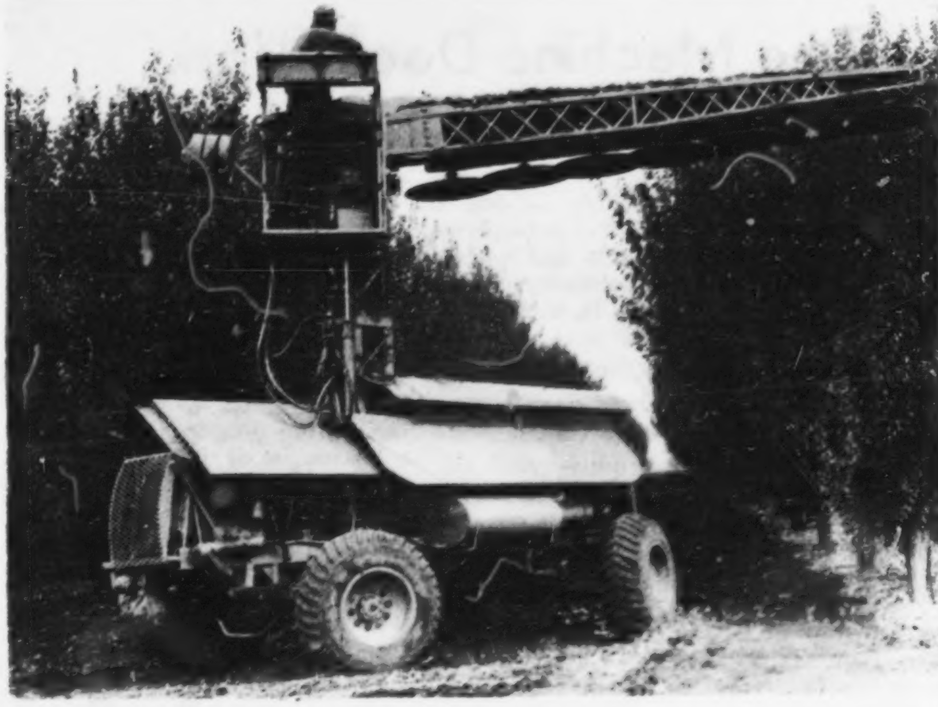
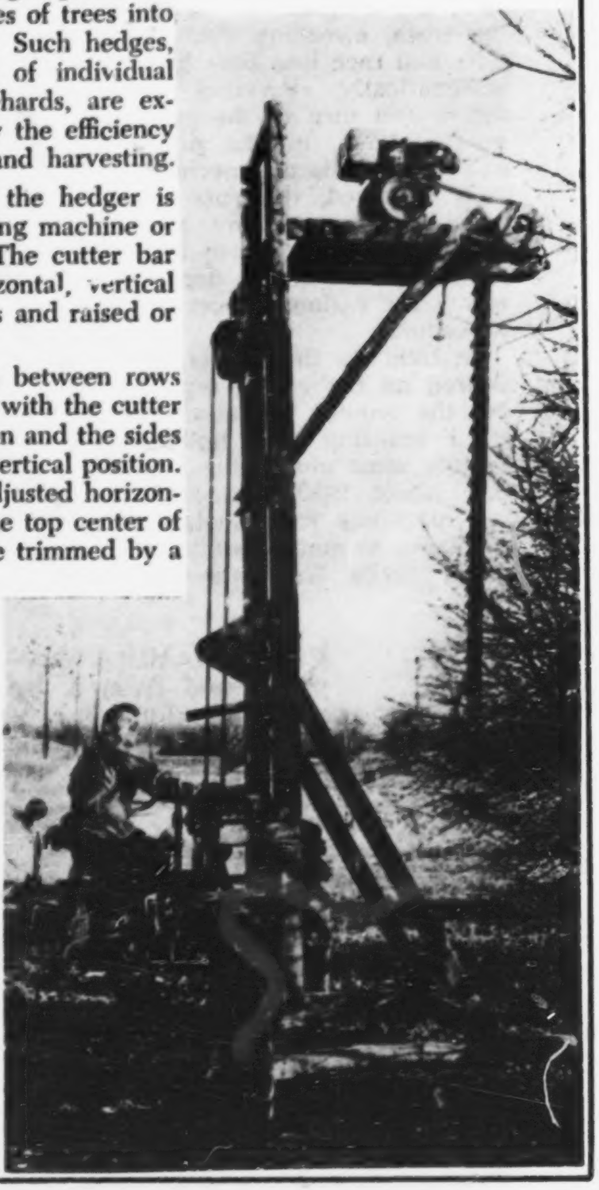


The tractor-drawn hedger-pruner is used to trim tops and sides of trees into a square-cornered hedge. Such hedges, which will replace rows of individual trees in experimental orchards, are expected to increase greatly the efficiency of orchard maintenance and harvesting.

Cutting mechanism of the hedger is similar to that of a mowing machine or electric hedge clippers. The cutter bar can be operated at horizontal, vertical and intermediate positions and raised or lowered by the driver.

The machine is drawn between rows of trees, cutting the tops with the cutter bar in a horizontal position and the sides with the cutter bar in a vertical position. The cutter bar can be adjusted horizontally to reach limbs in the top center of large trees that cannot be trimmed by a single pass on each side.



WESTERN
FRUIT GROWER
JULY, 1961

THE SACRAMENTO BEE

NOVEMBER 26, 1961

One Machine Does Work Of 40 In Almond Harvest

The almond industry is one of California's most highly mechanized agricultural enterprises. Rather than a slow, gradual growth from hands and horses to complete mechanization, most of the industrialization has occurred during the 15 years since World War II. In the early 1940s, it took a crew of 40 men to harvest a 40 acre plot of almonds; now a farmer and one helper can do the job in a matter of a couple of days.

For the two men to do the job, however, it requires an investment of close to $50,000. Which points up one feature of mechanization: It is not necessarily cheaper than having a large labor force but is, perhaps, a more dependable means of harvesting the crop.

Hits All Phases

Mechanization has touched all phases of the industry, from knocking the nuts from the trees, sweeping them in piles and then into bulk bins, automatically removing all debris and then to the processing plant. In the plant, hulls and shells are mechanically removed, the nuts are graded and sorted by electronic devices and then conveyed to different departments for various processing procedures.

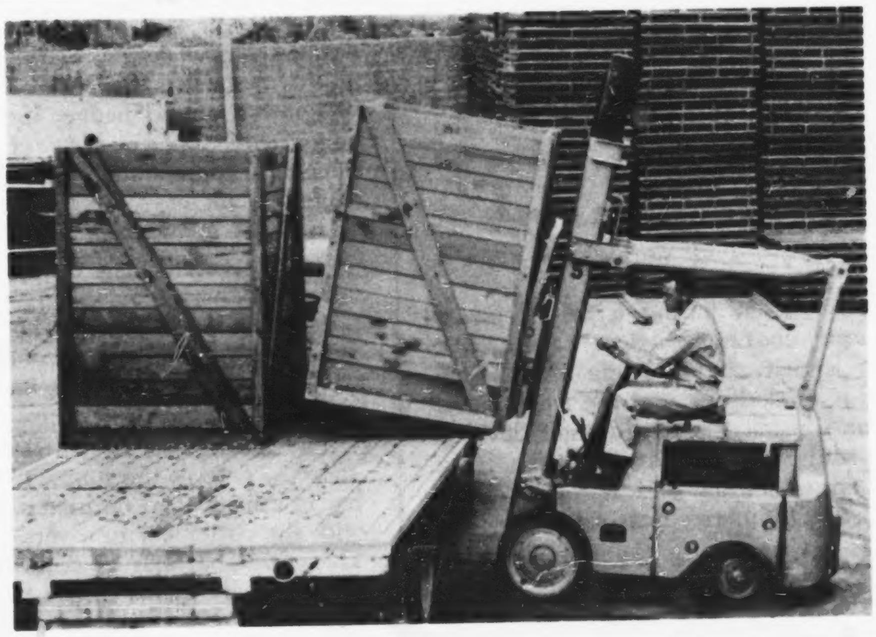
In 1896 the first huller appeared on the scene, replacing the tedious operation of hand splitting and hulling. Things went along this way until about 1920 when shelling machines were installed in plants to mechanically remove shells from the nut meat itself. The next decisive innovation was in 1946 when a shortage of labor became evident.

Inventions Come Fast

The first post war machine was the windrower, to brush nuts in piles in the orchard where they were scooped into bags with shovels.

Then in a matter of just a few years, there appeared machines to pick up the nuts, air legs on the hullers to separate hulls and debris from the nuts, bulk bins and shakers.

Even with this high degree of mechanization within the industry, efforts are being made to make it even more so. Just what the next steps are to be, no one knows for sure. They are certain, however, there will be both improvements in present machinery and in new equipment itself.



RAPID HANDLING — During the past 50 years or so, the almond industry has progressed from a crop which was handled exclusively by hand to one of total mechanization. One of the most significant developments is the use of bulk bins, each bin holding about one ton of nuts. Both handling and storage problems are simplified with the bins.

Rancher Defies Age Of Mechanization

Butte Grower Uses Horses In Almond Harvest

J. C. Bailey, owner of five draft horses and a 125 acre ranch, says, "These animals supply the power for our almond harvest and are adaptable to other uses around the farm."

The horses are used to drag the sheets through the almond trees at harvest time.

Now that he is 80 years old, he is thinking about retirement as long as the horses can retire with him. Bailey is so fond of the animals it is understood when his ranch is sold they will be retired to "share the social security oats."

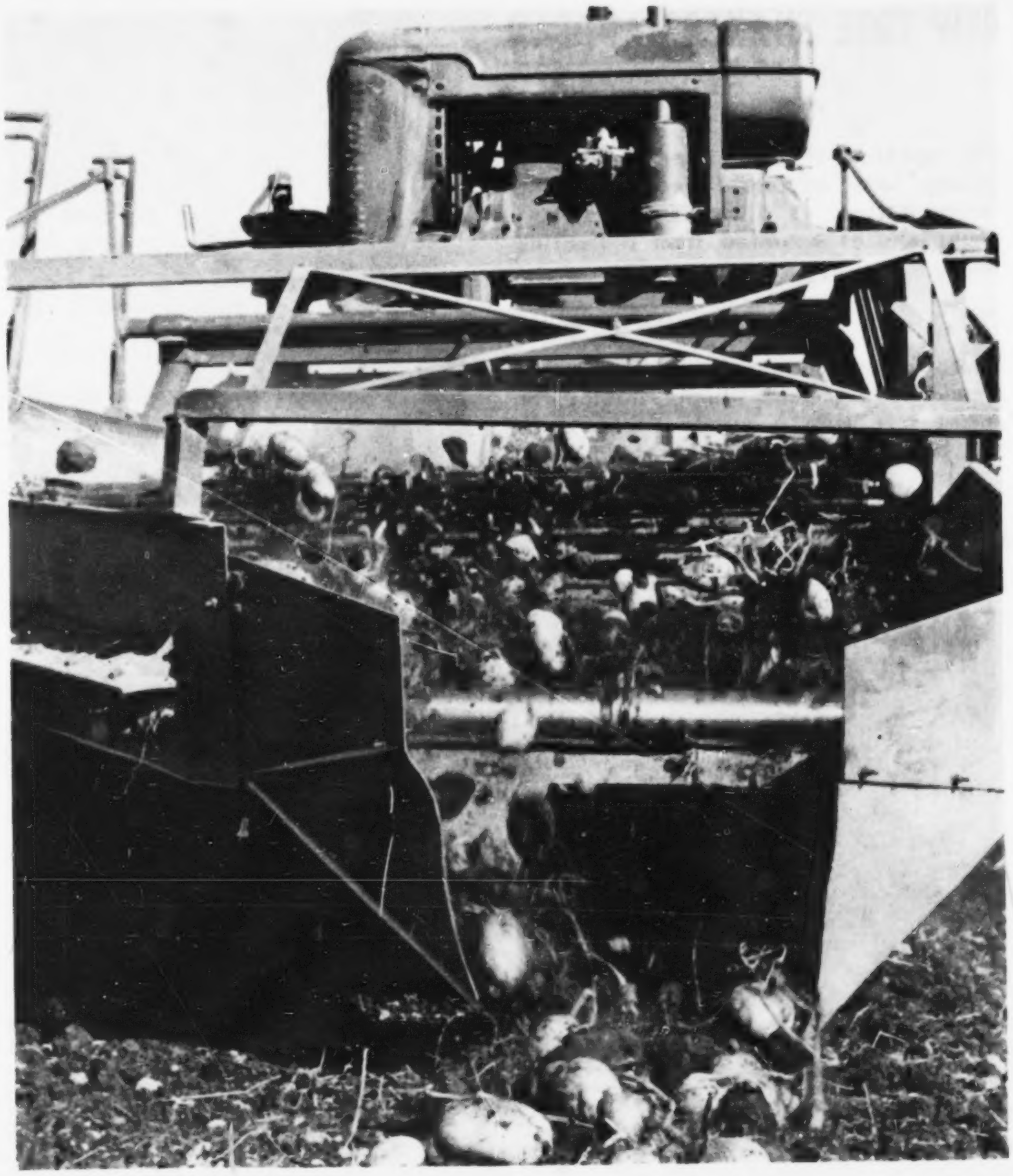
Potato Harvest

SACRAMENTO BEE

OCTOBER 15, 1961

(Photos, courtesy of Sacramento Bee)

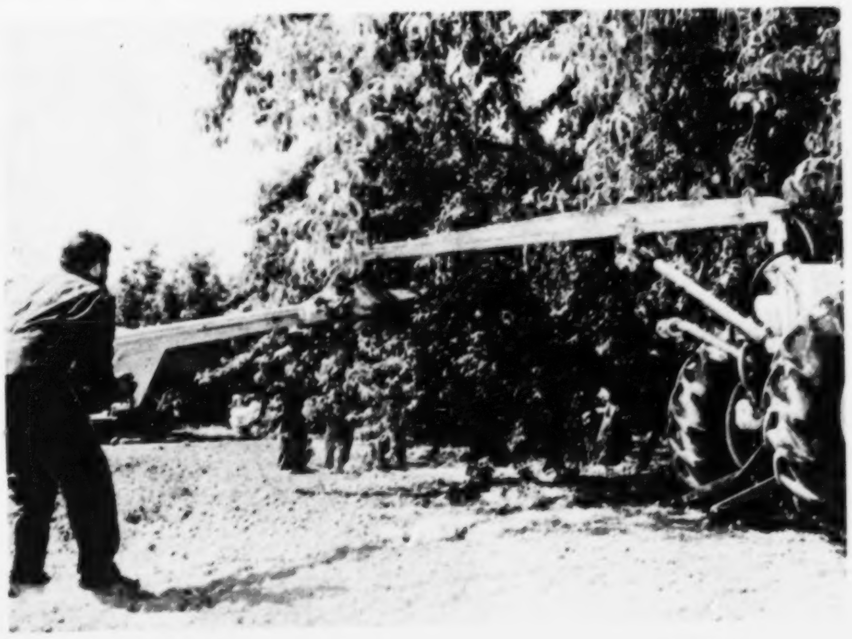
Tulelake
California



GIANT HARVESTERS scoop potatoes from raised beds and deposit them on top of soil for later pickup.

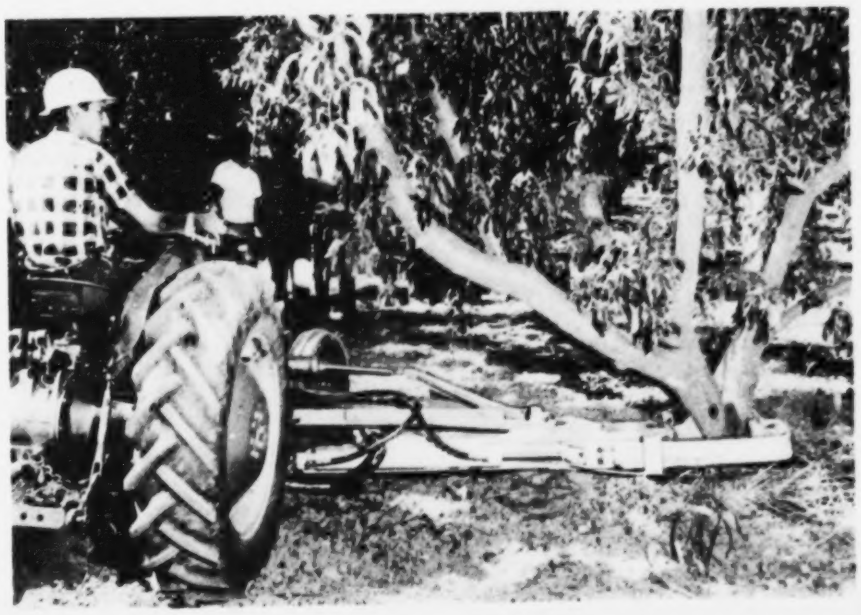
SACK LOADER Filled sacks are picked up in the fields and taken to the storage cellars.

NEW TREE SHAKERS APPEAR



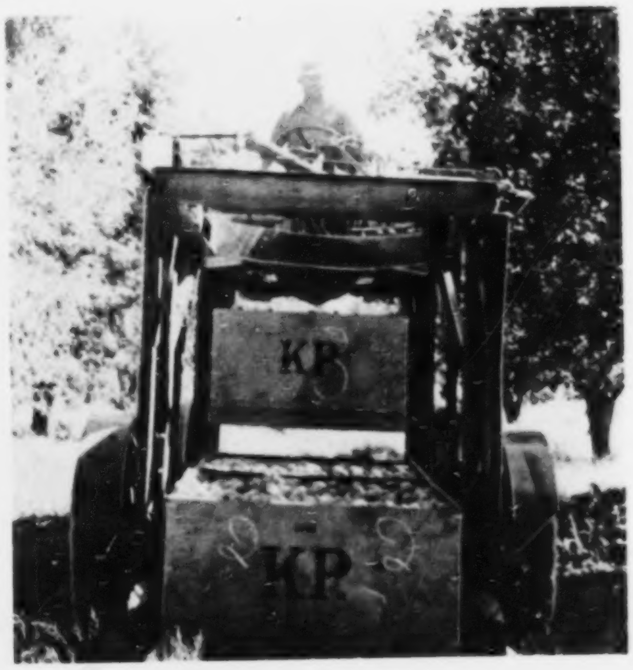
The machine at right, used at a Butte County farm advisor's peach thinning demonstration, is a two-man tractor mount shaker operated from a floating boom.

Photo below shows a tractor mounted shock-wave shaker which vibrates the entire tree with a single hookup, and has been converted from electric to hydraulic operation since first developed in 1960.



"STRADDLE BUGGY" (Right)

Used for the first time in 1961 was this machine, carrying 8 bins, each containing about 1,000 pounds of pears. Because of not having to wait for forklift assistance in loading and unloading, the vehicle is said to average three trips to the packing shed to one for the conventional trailers. Same machine carries empties back to field.



(Photos, courtesy of Sacramento Bee)

Four Basic Labor Saving Methods For Vegetable Crop Production

CALIFORNIA FARMER,
March 4, 1961

By JOHN H. MacGILLIVRAY
Department of Vegetable Crops, U.C., Davis

SINCE about 50 per cent of the cost of raising vegetables is labor, it is an important item in production costs. Growers are gradually reducing the labor requirement primarily through better cultural practices which result in higher yields. But there are other important procedures which may be used:

1. Better human relations with the employee. This may seem difficult and there may be fear of coddling the worker. Use of the worker's native language, effective foremen, making sure the worker is familiar with the best method to perform the work and other items are all essential and practical.

There are cases where the use of a worker's native language has increased output 25 to 35 per cent. The supervisor is able to do much to affect output. He represents the employer in the field and his knowledge and attitude have much to do in obtaining the cooperation of the worker. Cooperation can be translated directly into grower profits. One grower's instructions for picking canning tomatoes were: "Here are the boxes and here are the tomatoes." A good tomato picker knows that he should keep the box close, and fill his hands with fruit before conveying them to the box. There is a need for knowledge of the state grade. Helping a worker earn more money is a net gain for both employee and employer.

2. Rearrange the work pattern. The work pattern for a given job is examined with the hope of eliminating useless operations and combining operations to reduce work. First you must make an outline of each step required to do the work. Then examine the list for a better procedure, combining of operations and omitting operations. A study was made of transplanting celery. There were five operations. By combining two pairs into two operations it was reduced to three operations. Transplanting time was cut almost in half. Chili peppers are picked in pails. Formerly some were as small as 25 quarts (15 pounds). Since peppers are light in weight, it is possible to use pails holding 50 quarts (30 pounds). With large pails the worker does not need to walk back to the conveyor belt so often. Nineteen men with 50-quart buckets will pick as many peppers in a day as 20 men with 25-quart buckets. There is a saving due to increased output, but also from overhead expenses. These include supervision, transportation, housing, and insurance. The use of conveyor belts, larger containers, and bulk handling probably saves the Chili pepper industry a couple hundred thousand dollars per year. Just as soon as you have made one improvement in a work pattern your new training will result in other improvements.

In harvesting vegetables there is considerable waste of time in "repetitive walking." For example, a man is picking pole tomatoes with roadways 300 feet apart. If you filled four boxes per 300 feet you would walk a distance of 900 feet. You walk the first 75 feet to fill a box and then walk out, or 150 feet. The second box you have to walk the first 75 feet twice and then another 75 feet twice to fill the box or 300 feet. This repetitive walking could be eliminated if you had four boxes on a cart and walked from road to road just once.

3. Labor aid equipment. Distance walked and time used to handle materials are reduced by labor aids which cost from a few dollars to about $1000. Labor gains are usually 15 to 35 per cent and may reach 100 per cent or more. Conveyor belts for harvesting Chili peppers, honey dews, and green-wrap tomatoes are typical examples. The new tomato harvesting machine may also belong to this category. Perhaps even the proper size container for chili peppers might be considered a labor aid. Many times picking containers are selected because they cost little or nothing. If the production of the workers is considered, many times a better receptacle would be more economical. The success of labor aid equipment is dependent on good labor management. Without this there may be little or no gain. In all three methods previously discussed, an effective field foreman stands first as the most important factor affecting hours of labor per ton. More time and effort should be given to selecting and training field foremen.

4. Labor replacement equipment. This is what the grower wants. One man and machine can do the work of six or more men. The grower will ignore other methods of labor improvement if someone will promise him a labor replacement machine in the future. In spinach harvesting, one man and a machine can do the work of 80; in peas, a viner and one man will do the work of 100 shelling by hand. There are few labor replacement machines used in harvesting fresh vegetables. Such equipment is available for white potatoes, carrots and radishes. Most labor replacement equipment is used in the processing industry. Where this type equipment is used the crop is determinate in maturity. In other words, the crop is all ready for harvest at one time rather than indeterminate like pickling cucumbers which has blossoms and edible fruit on the plant at the same time. In spite of the handicaps to increasing output of hand labor there are a considerable number of growers who have accepted this challenge and are making progress toward this goal.

With a diminishing supply of farm labor, the growers' best profit insurance is an understanding and practicing of good labor management. This ability has become more important than yield, soil and crop adaptability. Elbert Hubbard expressed a truth when he said. "The world is moving so fast now-a-days that the man who says it can't be done is generally interrupted by someone doing it."

EMPLOYMENT TRENDS

Table III, Page 28, shows that the monthly average of total farm employment in California declined by 13,400, or 3 percent, between 1960 and 1961. More than half of this net decline reflected the average use of 7,700 fewer contract foreign workers, 6,900 fewer farm family and hired year-round workers, but 1,200 more domestic seasonal workers.

Table IV, Page 29, provides monthly estimates of farm employment, by type of worker, for 1960 and 1961, while employment data for specific crop harvests follow in Table V, Pages 30 and 31.

Table VI, Page 32, provides comparative data on peak employment, by type of worker, for the years 1959, 1960, and 1961, with a special breakdown to reflect the number of women and youth included. Total peak employment in 1961 reached 529,000--slightly higher than the 526,200 in 1960. The 1961 peak week, ending September 9, was also a week later than the 1960 peak. Although there were other contributing factors, these changes in the peak number and week appeared to be influenced primarily by larger crops of grapes and peaches and the net effects of seasonal overlapping in these crops.

Farm family

The number of farmers and unpaid family workers continued to decrease as holdings were consolidated, and land close to expanding urban areas was diverted to non-agricultural use. The practice of paying wages to family members is increasing, which shifts these workers from the "unpaid family" to the "hired year-round" group.

Regular

According to reported estimates, average employment of hired year-round workers declined by one percent from 1960 to 1961. This decrease includes some downward revisions in estimates and may not reflect an actual decrease in this part of the work force. Encroachment, in Los Angeles County and some other metropolitan areas, has reduced the number of farms and workers. However, expansion and diversification of production elsewhere in the state is extending the periods of labor needs and tending to increase the number of workers hired on a permanent basis.

Mechanization is contributing to this trend and employers seem to be requiring more skills of potential year-round employees. As one Farm Placement Representative reported, "Most workers in this category are expected to operate all types of equipment and attachments, overhaul and repair same, do welding and blacksmithing, plus general duties of irrigation, pruning, etc." For the most part, hired regular workers have been recruited from among seasonal workers who have proved to be capable, industrious, and reliable. The demand for regular workers appears to have been less than in 1960 because of decreased turnover.

Seasonal

For the state as a whole, average employment of seasonal domestic farm workers increased by 1,200, or one percent between 1960 and 1961. This increase was limited to nonlocal workers. The augmented labor supply was due partly to increased in-migration from other states, particularly Texas and Arizona. Many migrants from the latter two states were of Mexican birth or descent. Also during 1961, there was immigration from Mexico of workers who entered the country by visa rather than as contract foreign workers. These workers were found mostly in the southern part of the state near the Mexican border, but some were reported as far north as Butte County. Patterns of migration within the state do not appear to have changed, but the average employment of intrastate migrants increased by three percent over 1960. The average employment of local workers remained the same as in 1960.

The factors which seem to have been primarily responsible for the increased availability of seasonal domestic workers were lack of job opportunities in nonagricultural employment and favorable experience of migrants who had worked in California in 1960. California's high agricultural wages, as compared to those of most other areas, were influential in attracting migrants from outside the state. Increasing automation in industry has been particularly hard on the unskilled worker, and a number of field reports indicated that workers who had previously gone from agriculture to unskilled jobs in industry were returning to work in agriculture. The reverse was also occurring, particularly around Los Angeles and in the Santa Clara Valley, where local agricultural workers were entering nonagricultural occupations.

Total employment of women at the 1961 peak was roughly the same as in 1960, but there were 1,400 fewer family and year-round female workers, and nearly the same number more domestic seasonal female workers in 1961. This change was due primarily to the larger crops utilizing female help at the peak, which offset the downward trend in family and year-round help due to the declining number of farms. Mechanization seemed to be reducing the needs for families in some harvests, such as walnuts, which might lead to future employment of fewer women in agriculture.

At the same time, some forms of mechanization, such as newly developed harvesters for tomatoes and lettuce, were introducing field sorting and packaging operations opening up new jobs for women. It is premature to estimate the net effect of these opposing trends on the overall future employment of women on farms. However it appears that the decline in demand may occur in crops depending on migrant families including women, and that the new demands may be met primarily by local women, many of whose husbands may also work in the machine crews.

Employment of family and hired youth at the 1961 peak was down from that of 1960 by about 3,050 or nearly 10 percent. This is believed due primarily to the fact that the 1961 peak week, ending September 9, was a week later than in 1960, and more student workers had already left summer employment preparatory to re-entering school. Actually, during the mid-summer months youth programs promoted by the Department of Employment were believed to have augmented the number of young farm workers. See Youth Farm Work Program, Page 48.

Shortages of workers occurred throughout the year, in the Desert Area where the climate makes recruitment difficult, and in other parts of the state, particularly for stoop labor in the vegetable-growing areas along the coast and in the Sacramento-San Joaquin delta. Most of these shortages were met by the use of contract foreign workers. Many potential shortages were averted through interarea clearance, day-haul and other recruitment programs described elsewhere in this report.

At some seasons and locations, particularly in the southern San Joaquin Valley, labor supplies exceeded the demands. Small surpluses were also reported in Los Angeles, Sacramento, and during the off-season, in the coastal counties north of San Francisco. More complete utilization of such workers is difficult because it is often not possible or desirable for the workers to leave their homes to go where jobs are, or they may not be suited for or interested in the available work. See also Migrant Programs, Page 60, and Foreign Labor Program, Page 72.

TABLE III

ESTIMATED AVERAGE NUMBER WORKING ON CALIFORNIA FARMS - 1960 AND 1961*

By Type of Worker

TYPE OF WORKER	AVERAGE NUMBER WORKING ON FARMS 1960 Workers	1960 % of Total	1961 Workers	1961 % of Total	1961 CHANGE FROM 1960 ± Workers	Percent
STATE TOTAL	434,100r	100%	420,700	100%	-13,400	- 3%
Farmers & unpaid family .	147,500r	34%	142,000	34%	- 5,500	- 4%
Hired year-round.	118,900r	27%	117,500	28%	- 1,400	- 1%
Hired temporary--Domestic	125,000r	29%	126,200	30%	+ 1,200	+ 1%
Local.	95,500r	22%	95,500	23%	0	-
Nonlocal	29,500r	7%	30,700	7%	+ 1,200	+ 4%
Intrastate. . . .	(20,300r)	(5%)	(21,000)	(5%)	(+ 700)	(+ 3%)
Interstate. . . .	(9,200r)	(2%)	(9,700)	(2%)	(+ 500)	(+ 5%)
Contract Foreign Workers#	42,700	10%	35,000	8%	- 7,700	- 18%

*Averages are based on mid-month estimates.

r-revised.

#1960: Mexico 41,144; Japan 1,525; P. I. 20
1961: Mexico 33,400; Japan 1,600.

SEASONAL DOMESTIC HAND LABORERS harvest Persian melons in Sutter-Yuba area. The melons are put into canvas bags strapped to pickers' shoulders. The 1961 hourly wage was $1.25. During the late summer peak, crews were working up to 10 hours a day, 7 days a week. The highly perishable melons had to be picked just at the right time and rushed to market. This urgency is typical during the harvests of many of California's specialty crops. (Photo, courtesy of Sacramento Bee)

TABLE IV

CALIFORNIA

ESTIMATED NUMBER WORKING ON FARMS - BY MONTHS* 1960 AND 1961

By Type of Worker

Year and Month		Total workers	Farmers and unpaid family workers	Hired domestic farm workers					Foreign contract workers#
				Total hired domestic	Year-round	Temporary			
						Local	Nonlocal		
							Intra-state	Inter-state	
1960:	JAN	399,000	147,400	222,500	117,700	83,700	15,300	5,800	29,400
	FEB	385,000	146,100	210,300	117,400	74,700	13,000	5,200	29,000
	MAR	373,000	145,500	198,600	117,100	65,000	11,100	5,400	28,800
	APR	393,000	146,100	212,400	116,900	76,400	12,800	6,300	34,500
	MAY	461,000	149,200	259,100	118,900	105,900	23,500	10,800	52,500
	JUN	475,000	152,400	269,200	120,200	114,000	24,300	10,700	53,200
	JUL	472,000r	150,400r	277,000r	120,800r	114,400r	27,500r	14,300r	44,600
	AUG	469,000r	150,200r	273,000r	121,200r	110,800r	28,500r	12,500r	45,700
	SEP	508,000r	148,500r	287,500r	121,400r	119,000r	31,600r	15,500r	71,600
	OCT	485,000r	147,200r	269,700r	120,600r	108,500r	28,400r	12,200r	67,900
	NOV	399,000r	144,500r	223,300r	117,900r	85,200r	13,300r	6,900r	31,300
	DEC	390,000r	142,800r	223,200r	116,600r	88,100r	13,600r	4,800r	23,700
1961:	JAN	386,000r	140,800r	222,900r	116,100r	85,700r	15,500r	5,600r	22,000
	FEB	371,000r	139,300r	211,100r	115,100r	77,500r	13,000r	5,500r	21,000
	MAR	356,000r	139,400r	197,100r	115,700r	65,400r	11,100r	4,900r	19,900
	APR	380,000r	140,400r	215,000r	117,000r	77,600r	13,800r	6,600r	24,700
	MAY	442,000r	144,000r	257,000r	119,500r	106,200r	22,500r	8,800r	41,000
	JUN	463,000r	145,200r	273,400r	120,400r	111,200r	28,400r	13,400r	44,700
	JUL	452,000r	145,800r	267,600r	119,200r	111,200r	24,800r	12,400r	38,200
	AUG	460,000	144,700	274,800	119,100	108,000	32,000	15,700	40,400
	SEP	511,000	144,300	306,000	119,600	128,300	38,800	19,300	60,900
	OCT	476,000	142,500	270,100	118,300	110,300	28,400	13,100	63,200
	NOV	379,000	139,200	213,900	115,200	82,200	11,000	5,500	25,700
	DEC	372,000	138,400	214,800	114,900	81,700	12,900	5,300	18,600

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*Mid-month estimates. (Totals rounded to thousands)

#Foreign contract workers were Mexican Nationals, except that the 1960 figures included an average of about 1,525 Japanese and 20 Filipinos, and the 1961 figures included an average of about 1,600 Japanese.

r - revised from previously published estimates.

TABLE V

PEAK EMPLOYMENT & SEASONS - SELECTED CALIFORNIA CROPS - 1960 & 1961

Crop and Year		Employment*	Peak season** From	Peak season** To
FRUITS AND NUTS:				
Almonds.	1960	8,950	8-29	10-1
	1961	8,500	8-28	9-23
Apples	1960	3,450	8-1	10-15
	1961	3,350	7-31	10-14
Apricots	1960	33,520	7-4	7-16
	1961	25,550	7-3	7-8
Berries, Bush.	1960	6,750	6-20	7-2
	1961	6,900	6-12	7-1
Berries, Straw	1960	17,950	5-2	6-11
	1961	17,000	5-1	6-3
Cherries	1960	10,950	5-23	6-11
	1961	13,500	5-29	6-10
Figs	1960	2,500	8-22	9-17
	1961	2,050	8-21	9-23
Grapes	1960	59,450	8-29	10-8
	1961	65,750	8-28	9-23
Lemons	1960	8,850	1-11	4-16
	1961	6,250	1-16	5-27
Olives	1960	8,950	10-17	11-5
	1961	5,300	10-16	11-4
Oranges, Navel	1960	6,400	11-23	3-12
	1961	6,750	11-28	2-25
Oranges, Valencia. . .	1960	6,250	5-2	8-20
	1961	5,300	4-17	8-26
Peaches.	1960	31,050	8-1	8-27
	1961	32,350	8-7	8-26
Pears.	1960	10,900	8-1	8-20
	1961	9,550	7-31	8-26
Plums.	1960	7,950	6-6	7-16
	1961	8,500	6-15	7-15
Prunes	1960	30,300	8-22	9-10
	1961	29,900	8-21	9-9
Walnuts.	1960	11,750	10-3	10-29
	1961	11,250	10-9	10-28

TABLE V--Continued

			Peak season**	
Crop and Year		Employment*	From	To
VEGETABLES:				
Asparagus	1960	10,050	3-28	6-11
	1961	9,250	3-27	6-10
Beans, Snap	1960	7,400	7-25	9-17
	1961	8,900	7-24	8-26
Carrots	1960	2,800	2-1	3-12
	1961	2,500	12-19	1-7
Celery	1960	3,100	11-7	12-24
	1961	2,350	10-16	12-30
Lettuce	1960	7,600	5-9	10-29
	1961	7,600	5-18	10-28
Melons, Cants	1960	5,750	7-4	8-13
	1961	9,100	7-10	8-12
Potatoes	1960	6,800	5-16	6-18
	1961	6,200	5-15	5-27
Tomatoes	1960	44,000	9-12	10-15
	1961	43,700	9-11	10-21
FIELD CROPS:				
Cotton (Chop)	1960	21,200	5-16	6-18
	1961	18,300	5-15	6-17
Cotton (Pick)	1960	35,550	10-10	11-19
	1961	26,700	10-9	11-11
Grain, Small	1960	6,450	6-13	7-2
	1961	6,100	6-8	7-8
Hay, Alfalfa	1960	11,350	5-9	9-3
	1961	12,650	5-22	6-24
Hay, Misc.	1960	2,100	6-6	7-2
	1961	4,150	6-12	7-1
Hops	1960	2,350	8-15	8-27
	1961	1,900	8-21	9-2
Rice	1960	2,600	10-3	10-22
	1961	1,850	10-2	10-21
Sugar beets (Thin)	1960	7,700	4-11	5-28
	1961	6,850	4-10	5-27
Sugar beets (Harv)	1960	4,950	10-10	11-26
	1961	5,050	10-9	11-25

*Preliminary estimate. The maximum number employed at any time during the peak season.

**The period of heavy labor demand, but employment was not necessarily at the maximum throughout the period.

TABLE VI

CALIFORNIA

PEAK EMPLOYMENT ON FARMS - MEN, WOMEN, YOUTH - 1959...1961

By type of worker - Peak weeks ending 9-5-59, 9-3-60, 9-9-61

TYPE OF WORKER	Year	Total working at peak	MEN		WOMEN		YOUTH	
			Number working	% of total	Number working	% of total	Number working	% of total
TOTAL WORKERS. . . .	1959	568,000	511,000	90.0%	34,700	6.1%	22,300	3.9%
	1960	526,200r	453,400r	86.2%	40,450r	7.7%	32,350r	6.1%
	1961	529,000	459,300	86.8%	40,400	7.7%	29,300	5.5%
Farmers & unpaid family	1959	156,500	142,400	91.0%	8,850	5.7%	5,250	3.3%
	1960	150,900r	131,200r	86.9%	11,400r	7.6%	8,300r	5.5%
	1961	145,500	127,300	87.5%	10,450	7.2%	7,750	5.3%
Hired year-round . .	1959	122,500	117,900	96.2%	3,750	3.1%	850	0.7%
	1960	121,900r	115,800r	95.0%	4,400	3.6%	1,700	1.4%
	1961	119,700	114,300	95.5%	3,950	3.3%	1,450	1.2%
Temporary Domestic: Local	1959	140,100	117,200	83.7%	13,700	9.8%	9,200	6.5%
	1960	129,700r	100,250r	77.3%	14,800	11.4%	14,650	11.3%
	1961	133,600	105,300	78.8%	15,800	11.8%	12,500	9.4%
Intrastate. . .	1959	45,300	35,400	78.1%	5,650	12.5%	4,250	9.4%
	1960	43,000r	30,650r	71.3%	6,900	16.0%	5,450	12.7%
	1961	47,700	35,800	75.0%	6,950	14.6%	4,950	10.4%
Interstate. . .	1959	20,200	14,700	72.8%	2,750	13.6%	2,750	13.6%
	1960	22,500r	17,300r	76.9%	2,950	13.1%	2,250	10.0%
	1961	24,700	18,800	76.1%	3,250	13.2%	2,650	10.7%
Contract foreign . .	1959	83,400	83,400	100.0%				
	1960	58,200	58,200	100.0%				
	1961	57,800	57,800	100.0%				

r - revised

Source: Annual field reports ES-225, Worksheet C.

NOTE RE ARTICLE REPRODUCED ON OPPOSITE PAGE:

For a new program to improve utilization of workers from such labor pools, see Pages 34--36. →

Characteristics of the Sacramento Labor Pool

CALIFORNIA FARMER
Nov. 18, 1961

By JOHN H. MacGILLIVRAY
Department of Vegetable Crops,
U.C., Davis

MANY growers obtain farm labor from the Sacramento labor pool. It consists of many different types of people, interests, and desires. If it is to serve adequately as a source of labor, there is need for the grower to be familiar with its characteristics and opportunities to obtain labor. The numbers of farm workers change from month to month as well as from year to year, so extreme accuracy is not possible. There is a great difference between growers in their success in using this type of labor.

California Department of Employment handles not only farm workers but people seeking employment in other lines of work. Some growers prefer help from private employment agencies as they believe they get better help where a man pays a few dollars for his job.

SACRAMENTO LABOR POOL

This refers to only a portion of the people who work from the Second Street area of Sacramento. The backgrounds and desires of these people differ, so let us see if we can point out some of the important considerations.

There are several types of farm workers. About 5 to 10 per cent will take permanent jobs and this includes most of the men with families. A few of the latter may work for only a few weeks. A big bulk of domestic workers (90-95 per cent) want work by the day or for short periods of time. It is among this latter group you find many types. Many are good workers, but they usually work each year on the same ranch; others are similar to what is referred to as alcoholics.

In the spring it is not unusual for the labor office to post on the black board that John Doe wants 25 men by the middle of March. John Doe may ask for certain men by name. Sometimes growers will ask for previous employees. These individuals may have not been in the labor office for a week or two, but if they are in Sacramento the laborers' "grapevine" will locate them in an hour or two. The men see this notice and make their way to ranch headquarters to work the season. Food is as important as wages. There is a general remark that the wages are not too high but the food is good. In camps the food cost usually is $2.00-$2.25, rarely $2.50 or higher, per day. In some of these camps the workers eat better than many people in the city. One camp where the worker could order as many eggs for breakfast as he wished, a worker ordered eight one morning. These camps usually have a loafing room with radios and frequently television. Living is not "plush," but reasonably comfortable with good, wholesome food.

Some growers have been moderately successful in using alcoholics as a source of labor. Some workers will stay for two or three weeks before they feel forced to leave. Growers many times maintain a small store and purchase personal items for the workers in town. Workers are expected to be sober and ready for work in the morning. A good camp with good food has been known at times to recruit qualified workers at a lower rate of pay as, in these cases, the worker puts more significance on housing, food, and working conditions than on his monetary gain. Drinking water near where he is working is important. After some of these workers have been at camp several weeks and decide to leave, they will find fault with almost anything. At breakfast one morning, one worker told the cook he was tired of eating "round pancakes" and he wanted "square ones."

DAY HAULS

This term refers to workers who are hauled to the fields in the morning and returned in the evening. A qualified worker is expected to bring his lunch. Sometimes men are accepted without a lunch and this is provided by the grower at low cost. Persons hauling workers may be a grower or labor contractor or their representative. A considerable number of workers perfer this type of employment because they prefer to live in town rather than a camp. Some may not wish to work every day. The recruiter's reputation, wage rates, and approach many times makes the difference between a load of good workers and a load of poor workers or none at all.

A good recruiter is known, has a good reputation with the workers, is jolly, and calls workers by name. He enforces discipline so it does not hurt. His equipment is good. The driver knows what the piece rate is and how much an average picker can make per hour. If the worker on the previous day made a good hourly rate, most of the workers will know this and want to work for him. While a sliding scale between piece work and yield has merit, the worker is not as sure of what his income will be unless there is a minimum hourly wage guarantee or the productiveness of field and conditions have been established. Day hauls start loading at 4 a.m. in late spring and summer. The good recruiters will load the best workers in a short period of time and be on their way.

Some very good workers are discovered on day haul crews. These are men who, because of circumstances, are forced to work under day haul programs, who have the incentive to work for a better paying position.

CHANGES IN LABOR POOL

The labor pool reflects a continuous turnover of workers inasmuch as many types of workers are involved seeking work of their own choosing. Some are migrating into other areas in California and other states and workers from other areas are migrating into the Sacramento labor pool. There has been a decided decrease in the number of qualified workers in the last 10 years. Peak employment is usually in September and the least employment in November to March. Previous to 1954 there was a daily range of employables from 800 to 2200 men. In 1954 the wetbacks were removed and since that time there has been a smaller number of men available. In 1960 the daily range throughout the year was from 185 to 510 available workers. There may at times be more men in the Second Street area, but these are not available for farm work. Many farmers underrate the labor pool because, due to turnover conditions, they do not consider this type of worker a secured source of labor. Many others depend upon it and, through adequate supervision, do very well.

RECRUITMENT

New registration policy

At the March, 1961, Preseason Farm Placement Training Conference, the Director of Employment announced that future farm job applicants were all to be registered, even though they might be day-haul or transient workers. The registration card was then to become the beginning of a work record on which would be posted information reported by the worker's employers, reflecting his abilities, industry, and reliability. Introduction to the new policy and procedure was presented in the following press release, issued March 7, day of the announcement to the conference:

> "Improved service to California farmers and farm workers was emphasized today by Irving H. Perluss, Director of Employment, to the Department's Farm Placement Service staff at a training conference in the Employment Building, Sacramento.
>
> "Perluss stressed importance of continuing to maintain a neutral attitude in farm labor disputes and spelled out a new method which the Farm Placement Service will use this year to insure that farmers receive qualified workers when day-hauling help from towns, and that qualified workers have full opportunity at day-haul work. Growers who use foreign workers are required to day haul, but are not required to employ unqualified workers. The Director said the new day-haul plan, which first will be used in San Joaquin and Sacramento valleys and subsequently as necessary in other areas, is this:
>
> 1. Departmental farm labor offices will individually refer for day-haul only those qualified workers who are registered with the Department and who maintain an employment and performance record; i.e., who can and will do the work.
>
> 2. Only qualified workers will be referred by the Department. Employers will not be required to accept for day-haul any workers who do not present a referral card from the Department's farm labor office.
>
> 3. After workers have been once referred to an employer, the employer is expected subsequently to arrange to pick up the same group of workers throughout his period of need without going through the farm labor office except for replacements or additions.
>
> 4. Employers will note on the referral card returned to the Department their appraisal of the worker's qualifications. The worker will also report on his experience on the job. All such information will be taken into consideration by the farm labor office in making or withholding subsequent referrals of the worker.
>
> "Balance of the three-day training session is being devoted to general program and procedural aspects of the Farm Placement Service."

The basic objectives of the new registration policy and program were:

1. To provide individual records of qualifications and performance to improve referral.
2. To acquire employer verification of qualifications and performance or default.
3. To improve the selection and referral process benefiting both worker and employer.
4. To identify and eliminate from referral, workers demonstrably unqualified.

The new policy in action is reflected by the article on the opposite page.

THE FRESNO BEE,
April 9, 1961

EXCERPTS FROM PRESS STORY ON CALIFORNIA'S NEW FARM WORKER REGISTRATION PROGRAM

State Farm Worker Assigning Gets New System

'Report Card' Program Will Pinpoint Qualified Laborers

By Sid Cox
Country Life staff writer

Probably nothing since the start of acreage allotments has caused such widespread and mutual concern among farmers as have the recent labor hassles in California. But while growers and union organizers wrestle in what has been called a "life and death" struggle for agriculture, the California Department of Employment Farm Labor Service has quietly initiated a new program aimed at directing better qualified workers to the fields.

The new look in farm placement is expected to do a lot to refute the old notion that any unemployed person can step right into a farm job and handle it easily. The fact is, that with farming daily becoming more of a complex business, hand hoeing and harvest work remain among the few tasks which do not require some training.

For example, insecticides and their inherent danger to crops and humans present training problems; irrigation has become a science and mechanization calls for specialized know how.

Details On Record

Although it is set up in three parts, the most immediately important phase of the program involves setting up a file system on farm workers in the county offices, detailing what jobs each worker can handle, what type of work he is most interested in, and in what area he would like to be located.

When a worker is referred to a farmer, he takes along a sort of report card which the farmer is asked to complete and return to the county office. The efficiency report, which includes the worker's understanding of the job, his performance and work habits, is analyzed and if the results are poor, the worker is informed.

Writes Own Ticket

He will be given a second chance, but if no improvement is noted, he will not be referred for work again. Conversely, good efforts by the worker will be listed for later referral.

Wallace N. Weaver, farm placement supervisor for the southern San Joaquin Valley, explained the procedure may eliminate some of the less desirable workers, "such as those who want to work for one or two hours or maybe a day," but will enhance the work possiblities for the professional farm worker.

Proof Wanted

He emphasized that the employment service is just as eager to find jobs for the qualified worker as it is in finding good help for farmers.

"We hope to find out who the actual work force is, rather than just how many persons are unemployed, and to refer qualified workers. The success of this whole thing will depend on the farmer's report as to the worker performance," he added.

The farm placement supervisor urged workers to file applications at their county farm labor offices as soon as possible. He said employers should place orders at least a day in advance to allow the office time to check the files and obtain a qualified worker.

The new system contrasts sharply with the recently abandoned setup. "We had no reference check, only the man's word as to his qualifications," Weaver said. "With the new file system we will have actual references to guide us in sending workers to specific jobs."

Glen A. Dickey, office manager of the Fresno County Farm Labor Office, agrees the program can succeed only if farmers will work through their county placement offices.

Requests Care

"If the farmer will ask his contractor or labor foreman to check through the office rather than just pick up laborers from the streets who have no reference cards, this program will be a major step in solving the labor problems," he asserted.

• • • • • • • • • • •

BIG AREA—Wallace N. Weaver, farm placement supervisor for the Southern San Joaquin Valley, indicates on a map his area of responsibility. The thumb tacks represent farm service offices in Fresno, Tulare and Kings Counties. The diagonal line represents Highway 99.

ON THE GO — Edgard Richard, field representative for the Fresno County Farm Labor Office, has his calling card emblazoned on the side of his state vehicle. Here he prepares to leave on one of his daily trips.

NEW DEAL — Elmer Baker of Fresno, left, seeking work as a tractor driver, completes one of the new referral cards at the county farm labor office in Fresno. Assisting him are Henry Ching, center, an office employe, and Glen A. Dickey, the office manager. The new system is aimed at locating and classifying qualified farm workers. Bee Photo

PAPER WORK — Charles Duffey wades through the flood of rules governing reference of farm workers to employers. Duffey, one of the interviewers at the Fresno office, holds a district map given to workers as they are sent out to jobs. Bee Photos

RECRUITMENT - Continued

As a major effect of the new registration program, between 1960 and 1961, there was a quantitative reduction in the count of farm jobs filled but a qualitative advancement in service. Table VII, Page 41, shows that total farm placements declined from 974,060 in 1960 to 370,159 in 1961. The quantitative decline was primarily in pool-type, or day-haul placements, which had represented a major proportion of the 1960 total.

What was the qualitative advancement? Formerly, most job filling was daily bus loading or "spot" placement of unidentified men, usually haphazardly selected. The major proportion of the 1961 placements represented jobs filled by men who had been identified and selected for specific jobs on the basis of their recorded qualifications. Such jobs filled also represented longer average employment per placement. There was upgrading of relations between employer and employee who, after the Department's initial care in getting them together, were urged to stabilize the employment until the job was done. See Pages 42--43.

The new registration program had been in operation less than a year and, as 1961 ended, the effects were only pointers to the potential impact on farm placement service in California. Field reports, of course, indicated variations in acceptance and results of the program to date. The most pessimistic report was that "even though we carefully selected and referred men to the bus for a given job, the driver would still take anybody standing around". More common were reports such as:

> "Comments received from employers have been that the overall quality of work performed is better than in the past. An appreciable decrease in job-hopping is evident since the new program started. The worker himself is aware that his performance on the job is now a matter of record, and, therefore, appears to be anxious to receive good reports from the farmer."
>
> "Many growers have expressed appreciation for the careful screening and selection. As a result, we have had an increase in individual job orders."

The new registration policy led to general expansion and improvement in the applicant file as a productive source for labor recruitment. Prior to March, 1961, only the more highly skilled workers were registered--between 600 and 700 each month--with a total of roughly 8,000 in 1960. In 1961, over 100,000 workers were registered. The required registration tended to bring out information about aptitudes and experience not usually revealed during "spot" placement of a worker in the job at hand. File-search and call-in became more successful recruitment functions. They also helped to produce the best man for the job, rather than a less qualified one who happened to be in the office lobby.

Improved applications and follow-up records of performance provided wider knowledge of applicants which tended to make selection a more refined process, and a placement a more professional accomplishment.

Farm labor offices continued to use the usual blackboards, posters, press releases, jobcasts, and similar means to advertise farm jobs and solicit applicants. Farm Placement personnel often left their cards in grocery and other stores where proprietors might hear men say they were out of work and could direct them to the farm labor office.

The California Weekly Farm Labor Report was said to be "The most useful recruitment tool we have" for major seasonal work. Information received at distant offices tended to account for timely arrival of needed workers, many of whom came in for placement on arrival, while others became gate hires.

What is Farm Placement Service?

This article in the Bakersfield Californian was written by one who knew--Jerry Bolster, whose long career of service ended with his death, January 13, 1962.

(Photo courtesy of Delano Record)

Labor Office Helps Match Men, Jobs

By JERRY BOLSTER
Farm Placement Representative

Devoted to the filling of need for workers by farm employers, and the need for jobs by farm workers, the Farm Labor Office sits beside highway 99 and O Street and serves Kern county from its location at 1000 Golden State Highway.

The people who contact the office range from the migrant family just in from Texas, to seasoned farm machinery operators, and ranch foremen with long experience and a lot of know how. Some go picking cotton, or carrots. Some, experienced in tree fruit picking, go to peach or orange groves. Some drive tractors, or combines, or cotton pickers. Some go to boss men in gangs, to run ranches.

How are these men and jobs matched? Thousands of people, every one different, with tens of thousands of varied skills; these must be fitted to tens of thousands of jobs, each one in its turn different. This needs a process of selection based on a detailed knowledge of the individual worker as well as the individual job.

The heart of this selection process is a collection of blue, green and pink five by eight-inch cards. On each of these cards is listed the complete history of the farm worker. These are the machines each man has operated. Here are the types of irrigation work he has done. Here is his job history. Whom he has worked for. How long he has stayed.

Job Orders

On the other side of the office is a collection of white flimsies. These are job orders. They tell the whole story of the job; how much experience is needed; what kind of machinery, what skills are involved; how long the job will last; what is the rate of pay.

Here on the one side we have the square, the round, the hexagonal holes. On the other side we have the pegs to fit the holes. It is the job of the Farm Labor Office to fit these two together as neatly as possible. There are difficulties. Sometimes there is a demand for 10 times as many tractor drivers as there are men experienced in that line. At some times there are more jobs than there are people to fill them. At other times there are far too few jobs to go around.

The Farm Labor Office is able to tell farm workers where jobs are. And at times of shortages the Farm Labor Office knows where workers are available in other counties, sometimes even in other states.

For several years the Farm Labor offices throughout the state have been working on a clearance system to bring workers and jobs together even though they may be miles apart.

This system will be expanded greatly next year. Now, on an experimental scale, crews of workers are being guided from employer to employer on "Annual Worker Plan" routes throughout California. The results have been gratifying. Workers who are using the "Annual Worker Plan" are putting in more and more profitable work days a year, and are wasting less gasoline. Employers are assured of a better and more stable work force when it is needed.

During the orange season, just past, a crew of 25 experienced orange pickers was moved into the Edison area from San Bernardino, by use of the "Annual Worker Plan."

It is the objective of the Farm Placement offices to extend this efficiency of migratory movement so that yearly earnings of moving farm workers may be increased and that users of migratory labor can be better served.

The Bakersfield Farm Labor Office places more than 10,000 local people yearly into agricultural jobs. It serves more than 500 farm employers. The service that the office offers is free both to worker and employer.

Press Recruitment and Follow-up

NEWS RELEASE
Farm Labor Office
Department of Employment
500 N. Garden Street, Visalia - RE 2-8394

August 15, 1961

RAISIN HARVEST--Bob Hull of the Farm Labor Office in Visalia announced that Pete Marquez of the Dinuba Farm Labor Trailer has asked all workers in the Dinuba and surrounding area to contact the trailer if they want to work in the raisin harvest. They should contact the office and fill out an application showing how many in their group, etc. This will enable the office to send out workers more quickly.

Also farmers are asked to contact the office as to their harvest date and number of workers needed as a check on the demand and supply of workers. This will give the office time to do outside recruiting if needed.

Workers in other areas such as Visalia, Tulare, Farmersville, Exeter, and Ivanhoe, please contact the Visalia office and file an application showing the number of workers in your group. This will help the Department place you when needed.

Once you have filed an application we can contact you for other local work or work in other areas, depending on what you want and are qualified for. So please contact your Farm Labor Office and register for the work you want.

NEWS RELEASE
RAISIN HARVEST COMMITTEE

IMMEDIATE RELEASE
September 19, 1961

At the Tuesday meeting of the Raisin Harvest Committee growers expressed satisfaction with the orderly way the harvest progressed this year in the Raisin Lay. The committee in general agreed that although the bulk of the raisin lay is complete, there is plenty of work yet to be done in the turning, rolling and boxing of raisins. The committee reported the price for turning was found to be $9.00 per thousand.

There is much work to be done in other crop activities and workers are urged to remain in the area.

To enhance the flow of labor into areas of need growers and workers are strongly requested to keep in contact with their nearest Farm Labor Office.

The Raisin Harvest Committee wishes to express their appreciation to the workers who participated in the Raisin Harvest and strongly ask that they return next year so that we may again have an orderly harvest.

Farm Labor Recruitment

Workers Sought to Pick Cantaloupe, Melon Crop

Recruitment of workers to harvest 3,500 acres of cantaloupe and other melons is beginning today, Jerry Bolster, office manager for the Bakersfield area, Farm Placement, California Employment Service, said today.

A crew of 50 will be assigned to the Arvin-Wheeler Ridge area this week, but it is expected about 1,000 workers will be needed before the season ends.

Cucumber pickers are still needed and 800 peach thinners are wanted, he said. Sprinkler-irrigators are needed in Kings County, he reported.

Fewer workers will be employed in the potato harvest in June, Jim Kavern, farm placement agent in the Bakersfield office, said. A normal peak of 5,500 workers will probably not be reached, he said, because of the cool weather, low prices for potatoes and the use of machines in the harvest. He expects only about 3,500 to be employed in potato harvest by mid-June. There are, however, 3,500 workers presently employed in cotton chopping.

The total force in agriculture is now 31,500 workers, about 2,000 less than last year at this time.

Kavern reported the lack of peak employment at present is the result of cool weather with a hold-up in the harvest of onions, potatoes, plums, and peaches. Approximately 2,300 acres of onions are yet to be harvested with a potential employment peak of 500 and the harvest continuing until September.

The potato harvest is behind schedule also, Kavern said. At present, the harvest on 50,000 acres is only 40 per cent complete while last year at the same time, 52 per cent of the crop had been dug.

Pickers For Big Tomato Crop Sought

A call for tomato pickers was issued today as the county's 3,600-acre crop ripened.

Tom Howard, California Dept. of Employment farm placement representative, said the bulk of the harvesting job "depends on our local population due to the fact that our annual migrant work force is now leaving our area for their homes to prepare their children for the opening of the school term"

He said approximately 3,600-acres have been planted with tomatoes in Alameda County this year for a five-year high. Barring an early season rain, the yield is estimated to be in excess of 57,000 tons, to be picked between now and the second week in November.

Picking will probably begin immediately after the Labor Day weekend, with about 200 pickers needed by Sept. 9 and another 500 by Sept. 23, Howard said.

Picking is done almost exclusively on piece-work basis, using either a standard cannery box or a five-gallon bucket Full time workers are desired, but there are also many opportunities for part-time and weekend work.

Interested persons may contact the Farm Labor Office, 300 E St., Union City. Office hours are from 7 a.m. to 4:30 p.m. Monday through Friday and 7 a.m. until noon Saturday. The telephone number is GReenleaf 1-0434.

Peach Thinners Are Sought For Merced District

VISALIA, Tulare Co.—Bob Hull, department of employment farm placement representative, says the Visalia Farm Labor Office, along with other farm labor offices, is recruiting peach thinners for the Merced area.

Pay is by piece work, 30 cents a tree and up, and earnings should average $1.25 an hour and up. Room and board is available for men over 18 at $1.75 to $2.60 a day and some low cost family housing is available in the Merced area.

Potato picking and thinning and girdling of grapes is available in the Delano area. Room and board is available for men over 18 at $2.25 a day.

Strawberry picking is available for family groups in Oregon. Free housing is available, and the harvest will start about June 5th.

Farm labor jobs open at Torrance

Experienced stoop laborers are in demand at this time. There is a need for cutters of celery and vegetable bunchers. Some openings for nursery workers are being received, according to state employment officials.

Strawberry picking will start next week with a heavy need for steady, dependable workers. Only people who expect to stay with the job throughout the season are requested to apply. This work is hard because of the stooped position one must maintain for long periods of time.

Asparagus Growers Seek Crews for Early Harvest

With the asparagus season in the Delta just around the corner, weather permitting, a backlog of workers to cut the crop is being sought by the Farm Placement Service.

"The recent warm rains and mild temperatures are bringing the asparagus crop along on schedule," according to Art Lang, Farm Placement Service representative here.

TENTATIVE DATE

Indications are now that some cutting of market asparagus will get under way about Feb. 20, he said. Should the weather change, and another cold spell develop, however, the starting date would be delayed.

The service now is busy registering workers interested in and available for cutting asparagus, said Lang. As the need for the cutters arises, those registered will be contacted and offered employment.

Asparagus cutters work in crews, said Lang, and the earnings are split evenly among crew members.

Any of the cutting crews that were employed last year and still are uncommitted and need assistance in locating work, should contact one of the farm labor offices, said the official.

MANY NEEDED

At the peak of the season, an estimated 5,900 workers will be needed for cutting and sledding of asparagus, said Lang.

The Farm Placement offices in Stockton are located at 101 W. Market, and at 4631 E. Fremont. In Lodi, workers may contact the Department of Employment office at 200 E. Oak.

Bean Crop Pickers Needed

UNION CITY — There is an urgent need for string bean pickers in the Fremont - Milpitas area, the California Farm Labor Service announced today.

Farm Placement Representative Tom Howard said men or women and youths over 16 can work and family groups are especially desirable. Pickers can work part time, any part of a day, and the picking is on a piecework basis. Pickers are paid daily.

All persons interested in working in the harvest are urged to contact the California Department of Employment Farm Labor Office at 300 E St., Union City (Decoto), Howard said. Office hours are 7 a.m. to 4:30 p.m. Monday through Friday and 7 a.m. to noon Saturday. Telephone number is GR 1-0434.

Farm Labor Office Calls for Cucumber Pickers

Recruitment of 100 cucumber pickers will begin Monday at the Bakersfield Farm Labor Office, 100 Golden State Ave., Jerry Bolster, farm labor office manager, reported today.

The pickers will be assigned to the Wheeler Ridge area where 70 acres are ready for the harvest, Bolster said.

Jim Kavern, farm placement officer at the Bakersfield office, said there is a decided slow-up in potatoes, and cotton crops because of the cold weather last week. A low price now current for new spring potatoes has also held back some of the digging in the Edison area, Kavern said. Cotton chopping also slackened as the cotton crop was held back by the cold weather. Kavern estimated today that there are approximately 250 workers in cotton chopping at present, while 500 were at work last year at this time.

Approximately 1,000 workers are engaged in thinning fruit, and girdling of grapes.

Kavern reported that he believes the potato harvest will get under way in earnest in about 10 days.

The harvest of peas was completed this week releasing the last 300 workers from the peak force of 1,200 for other chores.

There are about 4,000 workers in major activities of harvest and farm work with 21,300 employed in all activities, still above the 20,650 reported as workers in the last week of April, 1960.

Grape Workers Are Needed In Madera County

The farm placement service reports additional workers are needed in Madera County to box, turn and roll raisin grapes.

Wallace N. Weaver, the farm placement supervisor for this part of the San Joaquin Valley, said the current wage is $9 a thousand trays for turning, and $1.25 an hour for rolling and boxing.

He said there also is a need for more workers in the dried fig sheds in Fresno County. He said the wages for this work ranges up to $1.25 an hour.

Interested persons should contact one of the farm placement offices.

Radio Recruitment

(Photo, courtesy of B. C. Rucker)

Many radio stations provide vital recruitment assistance in regular "Jobcasts" and by making "spot" announcements during critical labor needs. This time has been given as a public service by the stations.

IN PETALUMA, STATION KTOB features daily "Jobcast" for both farm and nonfarm openings. In picture, (left to right) are John Fox, Manager of Petaluma local office, Les Downing, Farm Placement Representative (now F.P. Supervisor in Central Office, Sacramento), and Don Davis, Manager KTOB.

FARM PLACEMENT REPRESENTATIVE IN 14TH YEAR OF FARM JOB BROADCASTING - KGNS

(Typical script by Dick Van Duyne, Farm Placement Representative, Hanford)

KGNS - HANFORD - 620 ON YOUR DIAL - BROADCAST TIME 12:40 P.M. THURSDAYS
(Air time 2½ minutes) 10-26-61

"Patterns in Agriculture" - A brief summary of farm labor needs and crop information from the Mexican Border to the Oregon Line - brought to you by the California Department of Employment Farm Placement Service at 400 East 6th Street, Hanford - Dick Van Duyne reporting.

(Read current farm labor information from California Weekly Farm Labor Report 881-A for week ending October 21, 1961)

Now consider this--the California Department of Employment farm labor offices are set up to serve farmers and workers alike-----Farmers, we interview and screen job applicants to meet your job specifications, saving you time and trouble. The Department of Employment is a public service and our offices are as near as your telephone. Many directories list telephone numbers under "Farm Labor Office", others under "California State Department of Employment". Call us today, won't you? Let us help you in recruiting farm workers for cultural and harvest activities.

Contact offices at – – – – –

(Add addresses of offices in Madera, Fresno, Visalia, Porterville, Delano, and Bakersfield)

That's the Farm Labor Story to this date.

Thanks for listening!

TABLE VII

CALIFORNIA

AGRICULTURAL PLACEMENTS BY MONTHS - 1957--1961*

Month	Number of Placements				
	1957	1958	1959	1960	1961
TOTAL.	829,415	824,404	1,034,463	974,060	370,159
January.	24,751	29,433	22,722	28,608	23,961
February	18,142	18,217	17,353	18,793	18,421
March.	25,326	20,803	38,392	37,133	14,465
April.	35,457	35,020	52,205	60.760	16,131
May.	95,426	104,190	112,254	126,101	30,109
June	107,149	112,008	121,419	145,965	40,518
July	91,881	95,164	136,963	140,050	48,968
August	110,318	113,395	146,214	131,565	53,517
September.	103,725	107,171	140,346	112,120	45,551
October.	111,190	103,990	109,715	88,783	37,885
November	69,908	47,548	75,289	48,082	25,326
December	36,142	37,465	61,591	36,100	15,307

*Source: Report on Local Office Activities, DE 2483 State Summary
Placements by volunteer farm placement representatives are excluded.

RECRUITMENT - Continued

Day-haul

Effects of the new registration policy on day-haul placement have been included in the preceding discussion. For a local version of the 1961 day-haul story, see Pages 42 and 43. For ES-225 Table 1 and Worksheets A & B, See Pages 74--81.

Crew transfer

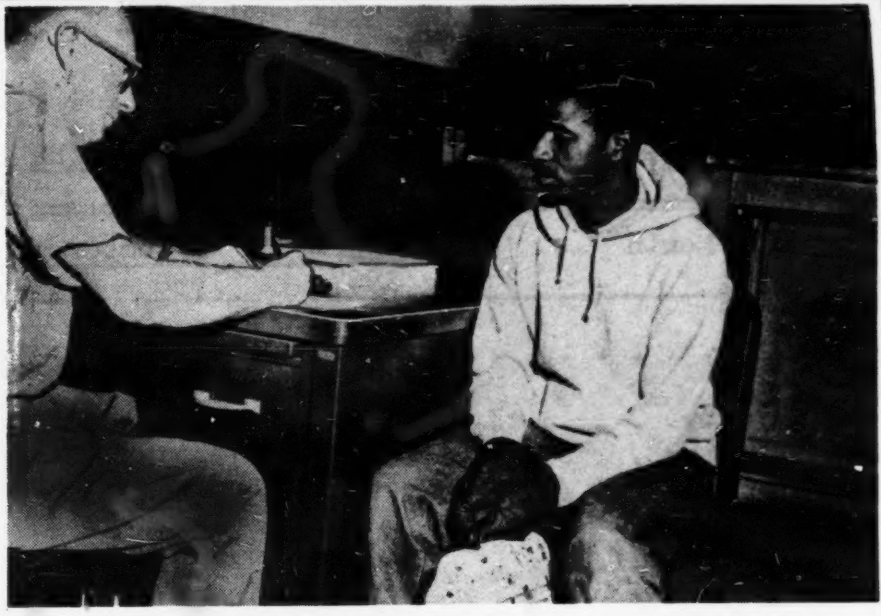
Crew transfer operations were extended in some instances, particularly when day-haul workers, selected individually for the same job, were found to work well together and became interested in moving as a crew to new employment. This helped to build up some new crews of well-qualified stabilized help. Often their employers arranged for their next jobs with neighbors.

Effective cooperation between local crew leaders and the farm labor office helped in keeping crews of local men and women more continuously employed. Women were shifted between packing sheds as well as between field jobs and nursery products activities. Western Riverside, San Diego, Santa Clara, and Fresno counties were among those reporting particularly successful crew transfer operations. This was an important part of the youth camp program in Eastern Contra Costa County. See Pages 54-55.

A NEW DAY FOR DAY-HAULS IN CALIFORNIA

By **WILLIS OSTERLIE** ***Manager,***
Stockton Day-Haul Farm Labor Office
California Department of Employment

Employment Security Review
January 1962



Registration of a day-haul worker, Stockton Farm Labor Office.

PRIOR to March 1961, the predawn day-haul scene around the Stockton Farm Labor Office was pretty much like that around most day-haul offices throughout the country. The milling pool of anonymous manpower was somehow channeled into waiting trucks and buses which pulled away in the gray light—carrying quiet men to the fields for a day of work, such as it was. Not much in the way of a job was expected by the men. Not much in the way of help was expected by the farmers. The whole system operated on a low plane, and Stockton Farm Labor Office employees were not the first to feel some depression at being party to it.

In March 1961, the Department of Employment announced that it wasn't going to be party to it any longer. From then on, every farm worker was to be registered and referred to day-haul employment only after screening and selection. His name was going to be on a record which would show not only what he could do, but also how long he stayed on the job and what kind of a worker he was.

The Director announced to the farmers that from then on, they would not be obliged to accept day-haul workers unless they presented a referral card indicating their fitness and selection for the job. And once an acceptable job relationship was established between the worker and employer, they were both going to be urged to continue that relationship until the job was done—meeting each other at the office or other appointed place for pickup each morning, and without further need for the Farm Placement Service until the job was done or more workers were needed.

This was the start of the New Day for day-haul workers, employers, and California day-haul offices.

Impact on the Office

The first impact was right in the office—a shortage of staff! Whereas, formerly, a staff of three employees could dispatch as many as 1,000 workers a day with the aid of a loudspeaker, the registration program called for an increased staff which reached a peak of 10 employees, mostly part-time.

The largest workload—including new applications and followup referrals—occurred in the early morning hours between 5 and 8 o'clock. The problem of securing high-caliber employees for part-time work during these hours was solved by recruiting college students. Although none of the young men hired had any farm background, they showed zest for the work and have done a tremendous job on applications, selection interviewing, and referral. Posting to the work records and orders has also multiplied the clerical workload, on which the student employees help out.

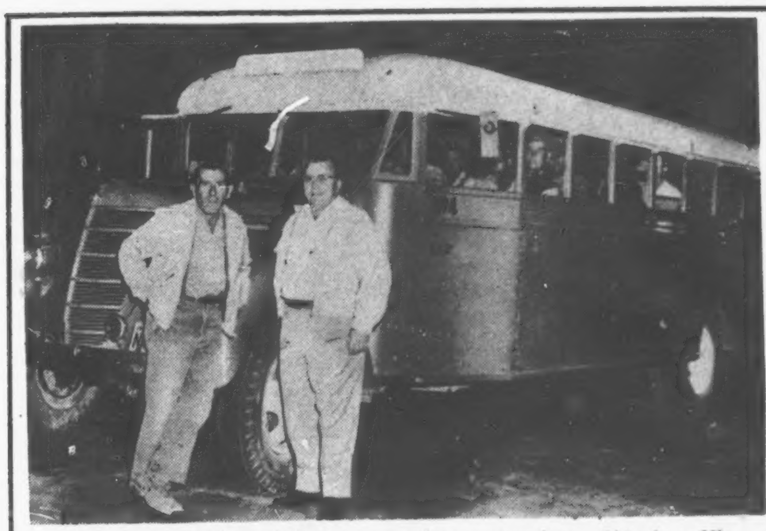
Since the start of the new day-haul program, the Stockton office has been open every day, with rotating shifts and half-day operation on weekends and holidays, made possible primarily because of the part-time student help in the office.

Impact on Day-Haul Workers

What did the day-haul workers think of the new registration policy? At first, many of those encouraged to file an application were somewhat astonished at being invited behind the counter for a desk interview. This courtesy in itself had a noticeable effect on many men. They threw their shoulders back as they began to give information to the interviewer, who may have been the first person to express an interest in them for a long time.

Some workers welcomed the new recognition and the chance it offered to build up a reputation for good work and reliability. Others, who had not cared about having their names in a file, began to think it might be a good thing and mean better jobs. Some were suspicious that we might be setting up a blacklist.

During the desk interview, the purpose of registration was explained to the worker. We wanted to



The same workers ride the same bus every day. This bus fills quickly with workers who were referred to a grape picking job 3 weeks before.

know more about his skills, experience, and job preferences. We did not want him to get on just any bus any day; we wanted him to board a certain bus with a referral card to the most suitable job, and then to get on that bus every day—and stay on that job until it was done.

We impressed upon the worker the importance of having a referral card. This card meant that we had picked him as qualified for the job and brought his name to the attention of the employer. It meant that the employer was expected to watch his work and return the card to the office to say how well he did and how long he stayed on the job. We showed the worker where this information would be put on the back of his application card, and told him that a good record would bring him more opportunities and better jobs.

As might be expected, reports for some workers reflected poor performance or disappearance. When such a worker reappeared at the office for another job, his card was pulled and we tried to find out what happened to explain the previous failure. He was given another chance or two, as seemed warranted. If the record of irresponsibility or poor performance then clearly identified the worker as "unqualified," we called him in for another desk interview. If there was no reasonable explanation of the failures—such as misunderstanding of the job, errors or oversights on the part of the employer—he was encouraged to go out and make a record for himself and ask the employer to recommend him for reinstatement in our file as a qualified worker.

Impact on Day-Haul Employers

Farm employers also varied in their reaction to our new day-haul registration policy. Some were indifferent, but most recognized that some such change was due, in fairness to both workers and employers.

One problem for our office was that employers often neglected to return referral cards to report on the workers' performance and reliability. Since these reports were essential to the success of the program, by midsummer we made a campaign to get more returns. Some success resulted. In June, we referred 1,081 day-haul workers, for whom only 383 referral cards were returned. In July, for 2,789 referrals we got back 1,116 referral card reports from the growers. Each day, more complete performance records were built up on individual workers, and our interviewers could refer these workers to employers with greater assurance that we provide good men.

Noticeable efforts of good workers to stay on the job were being matched by noticeable efforts of good employers to improve job conditions and working relationships in order to hold the workers. An increasing number of growers are cooperating with our office and the workers, to keep good crews intact, not only until the completion of their own jobs, but also to move them together to a new job. Sometimes a grower has helped in placing his entire day-haul crew with a neighbor to whom he recommended the group.

Impact on Farm Labor Market

Although the new day-haul registration and referral policies have been in effect less than a year, and although we know we have a tremendous education task before us—among both workers and employers—to bring about the stabilizing results we think are possible in the day-haul labor market, we see some indicators that make us optimistic. There seems to be a little less milling about on the street. Repeat workers know the time and place their employer's bus parks. They tend to arrive and board promptly. There is more conversation on the bus. Workers have come to know each other and the driver, too.

Often workers have stopped in at the office to explain a legitimate reason for having left a job. They come to tell us because they are concerned about that record in our file, which might affect their next referral.

Workers who registered and worked last spring, and whom we hadn't seen since, are now beginning to come in on a "return trip." They approach our interviewers with confidence and say, "You have my record in your file—I worked here last year and now I'm back." This has really disproved our old theory about not registering a worker unless he had a permanent address. The transient is entitled to a work record, and we are seeing it pay off, both for the worker and in the quality of our day-haul referrals.

Employers still come in, as in the past, to complain about "bums referred by your office." Our records often enable us to prove that those "bums" were not referred by us, and we can politely suggest to the surprised employer that he ask the next "bum" for his referral card. But if the unsatisfactory workers were our referrals, we ask for facts about their failure and document these on the records for appropriate follow-up when the worker may reappear for placement.

These indicators—and others—seem to have strengthened our position among both employers and workers, although it is only a beginning. And we think that the new policy is strengthening the position of good workers and good employers with each other, as well as with us. The esult which we foresee is the raising of the whole day-haul labor market operation to a new plane, and Stockton Farm Labor Office employees are already feeling proud to be party to *that.*

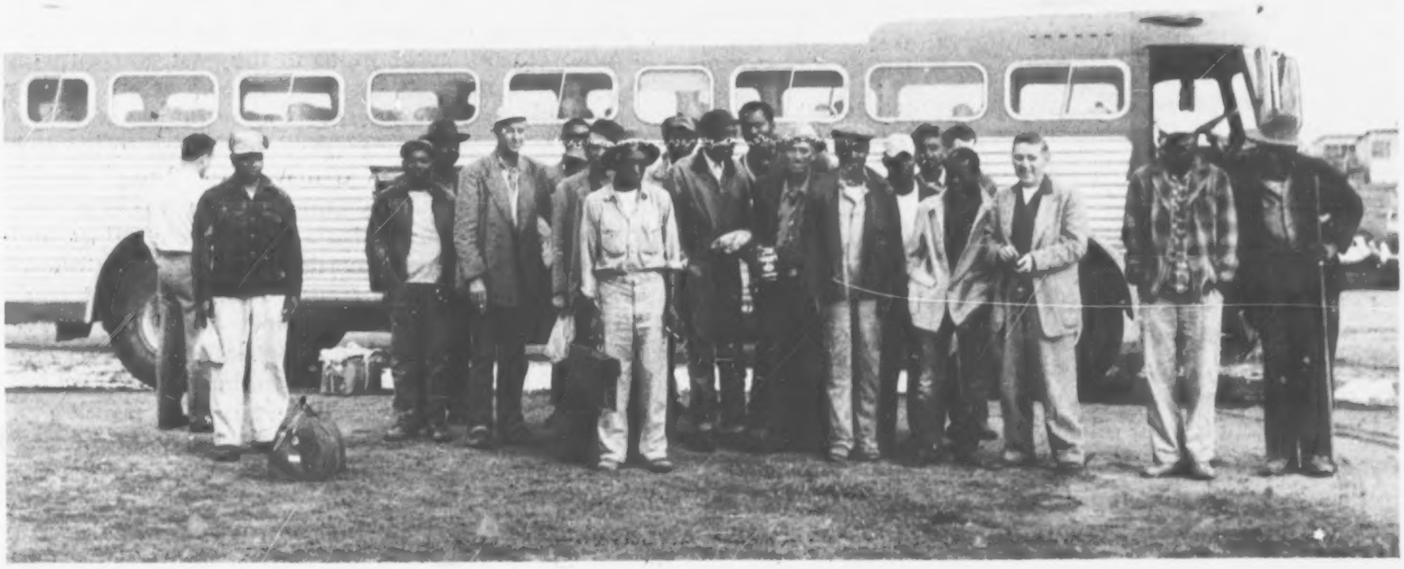
Intrastate Recruitment

(Photos, courtesy of B. C. Rucker and Phil Crawford)

Oakland Farm Labor Office recruits for Merced. Worker (left) is being interviewed by recruiter for peach thinning on a Merced County ranch. Standing is Bob Dempewolf, Manager of the Oakland Farm Labor Office, who assisted in selecting a total of 53 workers for this order. Employer furnished free bus transportation to the ranch.

Fresno Farm Labor Office recruits for Oxnard. The month of February has little work for residents of Firebaugh Public Camp. Men in picture below were recruited during two evenings after posting notices in units housing families. Camp manager assisted in the sign-up of more than 30 men, whose families stayed at home while they went to Oxnard for about two months' work before jobs opened up around Firebaugh. Oxnard vegetable employers sent a chartered bus directly to the Firebaugh Camp to pick up the workers for the one-day trip to Oxnard job.

Leonard Adams (right) of the Fresno Farm Labor Office, checks off the applicant list as workers board bus for trip. Third from right, in group with workers below, is Phil Crawford, now a Farm Placement Supervisor in Central Office, Sacramento.



JOB DEVELOPMENT

The companion to recruitment is job development. An increasingly important part of farm placement service is developing a job for the individual applicant whose qualifications are unusual or cannot otherwise be matched to the specifications of openings on hand. Placement of such applicants is a challenge and brings special gratification when the efforts are successful. Following are illustrations of some interesting job development stories from 1961 experience.

Agricultural Student from India

(Photo, courtesy of B. C. Rucker)

Tom Howard (left, below), Farm Placement Representative for Alameda County, was asked by Dr. J. C. Taylor of the University of California faculty, to assist in locating a place for summer farm work experience by Raj Bahadur, student from Punjab, India, who would be enrolling in the College of Agriculture at Davis in the fall. The student was taken on an agricultural tour of the county and had appointments with three growers.

Below Raj Bahadur (center) is shown at work on the farm of Sigard Thompson (right). Also working on this farm is Ove Poulsen (on tractor), exchange student from Denmark, with whom Raj Bahadur shares a small rent-free cottage on the farm. Tom Howard, and Bill Shaver of the Union City Farm Labor Office, who assisted on the placement, were as pleased about the job arrangement as were the student and employer.

Portuguese Refugees from Azores

(Photos, courtesy of B. C. Rucker)

In late 1957, volcanic ash buried much of the agriculture on the Island of Fayal in the Azores, ultimately displacing about one-third of its population of 24,000. Since that time the United States has admitted some 2,000 families, of whom about 300 settled near San Jose. Placing workers in these families became a project of deep personal interest to Joe Santana, Farm Placement Representative, who developed many jobs for more than 100 refugees. Many have advanced themselves since these pictures were taken early in 1961.

Joe (right) was aided greatly in his job development program by Joaquin Esteves, Director of Portuguese programs for San Jose radio station KLOK.

Jose Corriea, placed by Joe in dairying, the occupation which had provided his livelihood at home, was later promoted to manager of the dairy farm.

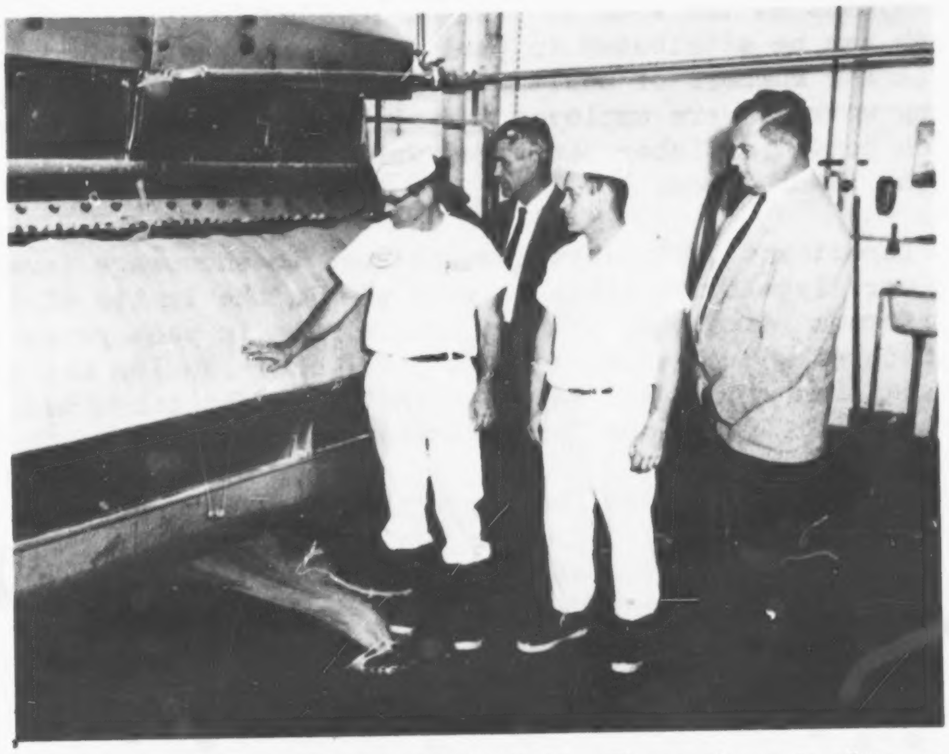
Joe Rodriques Da Rosa and his wife (left), were placed on the flower farm of Harry Sakae, who provided a house trailer for living quarters and is here showing them how to tie carnation buds with twistems to prevent buds from splitting.

Joe visits Denese Gaspar on his job, developed by Joe. Formerly a bookkeeper in the Azores, Gaspar did this outdoor work while attending school 4 days a week to overcome language barrier and prepare for a better job. By the end of the year, he was purchasing agent for the company.

Dairy Specialist from Texas

(Photo, courtesy of B. C. Rucker)

In February, 1961, the State Office in Sacramento received a job inquiry from a young man, spelling out in considerable detail his life-long background in the dairy industry, including experience in many phases of dairy production and processing, and special educational courses in subjects such as dairy management, feeding and livestock management, business and manpower management, etc. He also described his family, housing needs, interests in Little League, Bowling, and included other personal information as to age, character references, ambitions, etc.



JOB DEVELOPMENT AND CHEESE MAKING--The gentlemen in white are (left) Norman Shelley, Plant Manager, and Richard Hadden, new employee from Texas, whose exceptional letter outlining his special qualifications prompted job development in his behalf. (Rear) Les Downing, Farm Placement Representative at Petaluma, developed the job, and (right) Bob Gubser, his supervisor, helped to channel the State Office inquiry for local attention.

It was the kind of letter which prompted many people to want to find him a job--from the Division chief, down through the chain of command, to the local Farm Placement Representative in the Petaluma Local Office, located in the heart of the North Coast dairy area.

Les Downing, that local Representative, with a copy of the young man's letter in hand, started the job development efforts which led him eventually to the Sonoma Valley Cheese Factory where the manager said that if only the applicant were in Sonoma, he would give him a job then and there! He gave Les a job order, specifying details of a work offer. These were relayed to the dairy applicant in a letter, ".....you would have to be willing to accept any job in the plant, such as cottage cheese maker, roller dryer operator, tester, etc., until you proved yourself or found your place in the organization. The pay would be $2.52 hour....8 hours a day, 6 days a week....." The letter contained other information about the community, housing available for rent, etc., and advising the applicant to communicate with the employer direct.

Less than three weeks later, the applicant and his family had moved from Texas, rented a house, which the employer had helped him find, and was at work on the job. Contacted nearly a year later, both employer and employee expressed satisfaction with the employment arrangement.

YOUTH FARM WORK PROGRAM

In 1961 an estimated 29,300 youth were employed during the peak week ending September 9. They represented approximately 5.5% of the total work force for that week. (See Table VI, Page 32). This was a drop of roughly 10 percent from youth employment at the week of peak employment in 1960. The decrease in numbers of youth can be attributed in part to a later peak and, in part, to the availability of larger numbers of adult workers in many areas of the state. Even though fewer young workers were employed during the peak week, there were many activities in which potential labor shortages were alleviated by the use of this important segment of the labor force.

The Department of Employment continued to encourage farmers to employ young workers who were legally eligible to work within the limits of the child labor laws and the California Industrial Welfare Orders.* As in past years, thousands of youth were registered and referred to farm jobs, individually and as members of family groups. In addition, increased emphasis was placed on recruitment of urban youth and the promotion of farm jobs for organized youth groups.

Department offices had long promoted and participated in youth farm work programs. The newly emphasized objective was to set up pilot programs to utilize organized groups of youth not usually in the farm labor market. Under this program, 23 offices initiated, or shared in the sponsorship of organized youth farm work programs in 1961. The offices reported 5,334 placement of youth in these specialized programs.

Most successful pilot programs were a community achievement. Cooperating with the Department were schools, civic groups, farm organizations and the farmers who offered the jobs. The success of such a youth program required much more careful planning and preparation than the placement of individual youths who would be integrated into adult crews or who were members of family groups.

Special care and skill were used in the selection and screening of youth to be included in the group programs. Orientation and supervision of the youth received special attention. The most successful youth farm work programs were those which were supervised by a leader who already had experience, understanding, and ability in handling young people. The supervisor was sometimes a teacher or coach already acquainted with the student workers.

Successful youth crews helped harvest apricots, snap beans, cucumbers, onions, potatoes, prunes, strawberries, among other crops. Examples of crews:

-A group of 113 teenage girls picked blueberries in Sonoma County, each earning about $75 for the season.

-High school and college boys in the Central Coast Area were able to earn as high as $350 a month loading lettuce at piece rates.

-A crew of 18 boys completed a job detassling corn in the Northern Sacramento Valley. The job lasted about two weeks, and the boys were paid $1.25 per hour.

-A group of 40 high school boys picked pears in Mendocino County, and during the three-week season earned $12 to $15 per day.

-An organized crew of boys and girls graded, bagged, and loaded potatoes in Riverside County and earned $1.15 to $1.25 per hour, depending on the task involved.

*See Page 61.

-A group of 125 girls were employed to emasculate and pollinate vegetable and flower plants for hybrid seed production. They worked in the South Coast area and earned from $250 to $300 each for the summer's work.

-In the San Joaquin Valley, 13 boys from a high school agricultural class picked up onions. They were paid 14¢ per 50# hamper and averaged approximately $1.00 per hour.

These and similar groups in other parts of the State illustrate the profitable and effective utilization of youth in agricultural activities. College, as well as younger students, who often encounter difficulty in finding nonfarm jobs, found that they could do well in farm work. College boys made up some of the best crews and showed the highest income level.

Use of youth sometimes calls for some adjustments in the distribution and timing of work, and for specialized supervision. Farmers who made such adjustments in the pilot programs were generally well pleased with the results. Most parents heartily endorsed the farm employment, and the following excerpt from a parent's letter is typical:

> "...We feel that our son not only benefited financially and will be able to purchase his books for college this fall, but has also benefited physically, developed a sense of responsibility, gained morally through good companionship, and developed a sense of perseverence we frankly didn't know existed..."

Many sponsors and participants in the pilot programs would like to see them expanded, and Department planning to that end is in progress. At the close of 1961, plans of action were under way for 1962 programs. Schools and sponsoring organizations were being contacted in formulating tailor-made programs for local agriculture and local youth. Even with expected advances in mechanization, there would be many farm jobs for which farmers could rely on the young workers. With the general acceptance of youth already in the work force, and with the promotional effort to bring other minors into the youth farm work programs, it is expected that as many or more young people may work in California agriculture in 1962 than in 1961.

Farm Jobs For Students Available

By Louis Braun, Manager,

Salinas Farm Labor Office

Since it is less than one month until the close of the schools, it is time for students to decide what to do during these three summer months. It is true that not all the students — maybe less than half of them — are looking for jobs during the summer vacation and no doubt only the hardiest and more ambitious would be looking for farm jobs.

We want those more ambitious youth workers to fill out applications for work now, while there are application forms available in all the high schools, including Palma high, and Hartnell College, in order to make arrangements for transportation if needed. Application forms are also available at the Farm Labor office, 1215 North Main street, and students who have not been interviewed in their school by farm placement interviewers can bring their applications to our office.

Jobs available during summer vacation include picking and cutting apricots; picking cherries; harvest broccoli; tying and topping carrots; harvesting celery; pulling and topping garlic; harvesting lettuce; picking snap beans, at Watsonville; picking and hoeing strawberries; picking green tomatoes; thinning, hoeing and irrigating of row crops, and various other jobs.

Minimum hourly rate is $1 per hour.

All minors under 18 years of age must have a work permit and should have a social security number. Minors under 16 years of age are restricted to 8 hours per day.

The youth farm placement program has been very successful in recent years due to the excellent cooperation given us by the farm employers and in part due to the above mentioned ambitious members of the younger generation who are willing to do farm work and want to earn their own spending money.

SALINAS CALIFORNIAN- May 27, 1961

(Photos, courtesy of B. C. Rucker)

BLUEBERRY STORY--Sebastopol, Sonoma County. The blueberry harvest on the farm of George C. Goetz has been a Youth Farm Work Program for several years. In 1961, even with a short crop, 120 teenagers picked berries during the late June peak of the 4-week season.

(Above) The youth work force included the Navarro girls, (l to r) Carmen--19, Gloria--17, and Rosemary--15, who earned a seasonal total $80--85 apiece, picking blueberries at 50¢ per gallon bucket. With them is Kenneth Monday--14, who earned $120 and Mrs. Navarro (right), one of four women hired at $1.15 hour to instruct and supervise the young workers. Other girls grade and pack at $1.00--1.10 hour, and four boys--18 yrs. work in the shed at $1.15 hour.

Picture at left shows Mr. Goetz (in hat) with Charles Grant, Farm Placement Representative. Mr. and Mrs. Goetz have specialized in utilizing a youth work force for several years, with outstanding success. Good treatment, supervision, and organization, along with clean rest rooms, shady lunch area, a 5-hour day, and strictly enforced rules for work and conduct, help to make the program a success and cause young people to feel lucky to get work with the Goetz!

New Youth Farm Work Idea Will Be Tried Here This Year

DAILY TIMES-ADVOCATE
ESCONDIDO, CALIFORNIA

FRIDAY
MAY 26, 1961

The Escondido Jobs for Youth Committee plans to initiate an Agricultural Youth Day Haul program this Summer.

The pilot program is expected to generate considerable interest in the use of younger workers on Escondido area farms. Emphasis will be placed on the selection of youths who display a sincere interest in agriculture or a willingness to take part in that type of work.

The first group will be expected to set a production example that will encourage other farmers to join in the program.

Eighth Annual Program

The eighth annual Jobs for Youth Summer employment program is sponsored locally by the Escondido Coordinating Council in cooperation with the Escondido branch of the state Department of Employment and Farm Placement Service.

A crew of 15 youths will be hired to pick oranges as a separate crew at the prevailing piece rate in conjunction with the agricultural program. A supervisor will be hired to transport the youths from a centralized location to and from the groves.

A school counselor will take charge of the actual supervision in the field. Minimum age limit is 18. The work day will be eight hours.

Recruitment of Escondido Union High School and Palomar College students for the program has been started under the direction and administration of the Farm Placement Service.

Will Start June 17

The pilot program will get under way June 17. It will continue thru the Summer months.

Robert Emery, manager of the Escondido Orange Association, has expressed his enthusiasm over the youth employment project. He has agreed to hire and train a crew as soon as school vacations begin.

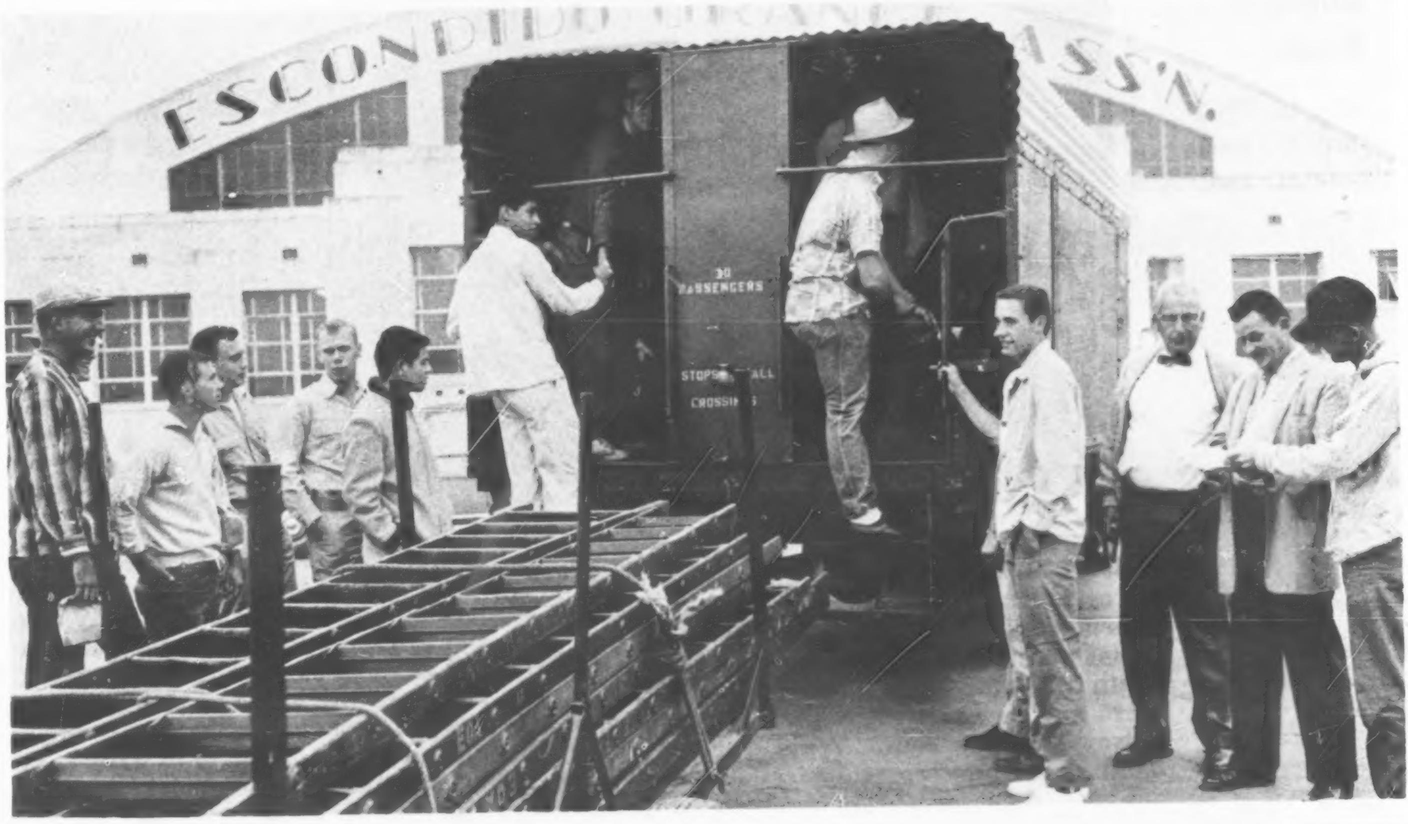
Daly Photos.

ESCONDIDO YOUTH FARM WORK PROGRAM LEADERS--(l to r) Robert Emery, Manager, Escondido Orange Assn.; Glen Fullenwider, Farm Placement Supervisor; Grace Burns, Co-chairman, and Jack Powell, Chairman, Escondido Jobs for Youth Committee.

TUESDAY
JUNE 20, 1961

It's Off To Work We Go

FIFTEEN YOUTHS from Escondido Union High School and Palomar College are shown loading out for training and the first day of picking oranges at the Escondido Orange Association Monday in the annual Jobs For Youth program.



Young People Offered Summer Work as Pickers

Young people aged 16 and over who are interested in earning money as berry pickers this summer are invited by the Peninsula Student Employment Service to a special meeting planned Tuesday at 2 p.m. at the Monterey USO.

SES reported today that boys and girls may be assured work as berry pickers and that berry growers will be at the meeting Tuesday to show a film and answer questions about the work. Parents are invited to accompany the young people if they wish.

If there is a sufficient response from the Peninsula, daily transportation will be provided for the young people. Pay will be $1 an hour.

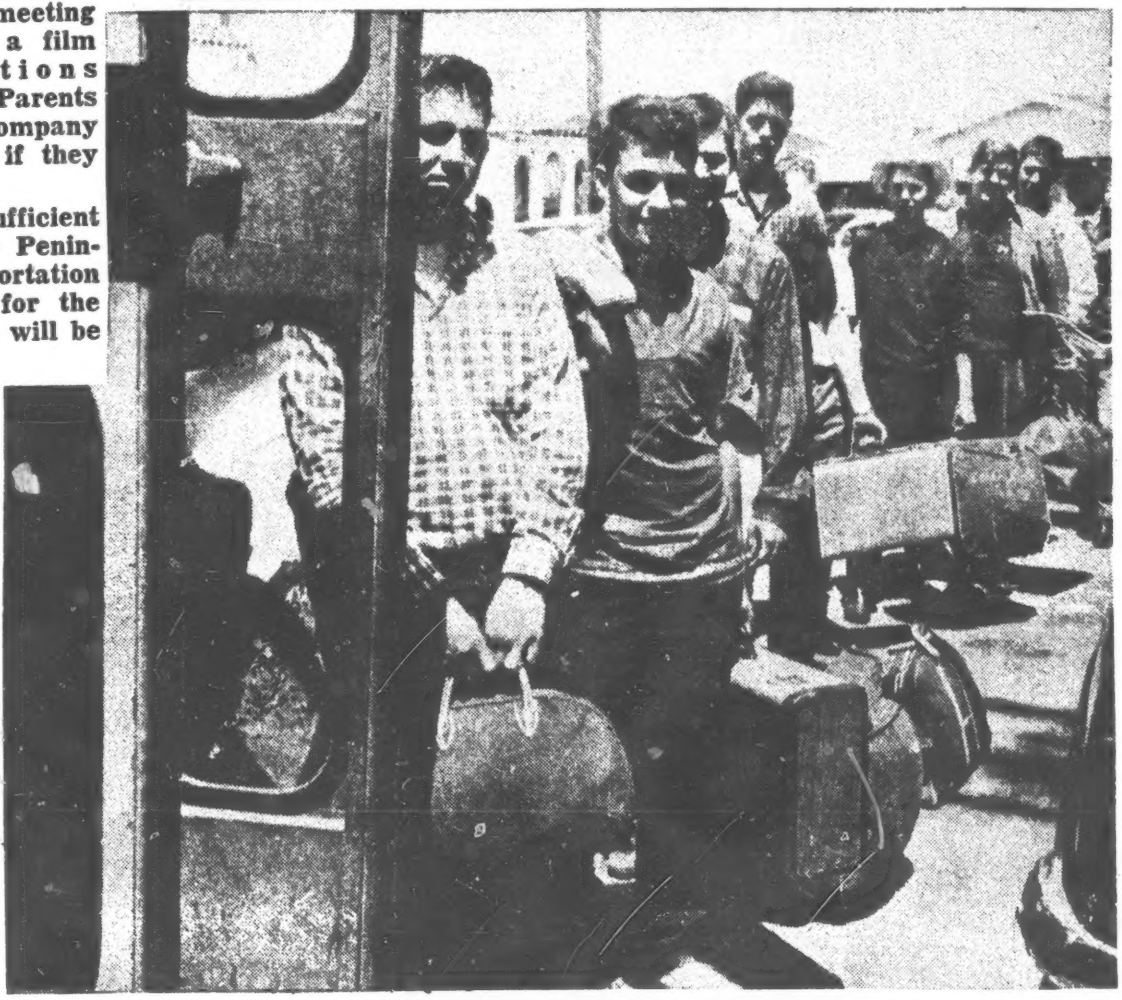
BERRY PICKING BRIEFING DRAWS CROWD OF STUDENTS

Student Employment Service reported an enthusiastic turnout for yesterday's informational meeting in Monterey on summer berry-picking jobs for young people.

An SES representative reported 158 persons attended the meeting at the USO building where films were shown and employer representatives were present to answer questions. Those attending included 53 boys, 88 girls and 17 parents.

SES said 105 students signed up, assuring daily bus pickup and delivery on the Peninsula for the berry-pickers.

The work is open to high school and college students aged 16 and older. Job assignments are handled by the Student Employment Service representatives at the State Employment Office, 480 Webster St., Monterey, FR 5-4191.



(Herald photo)

FIRST WAVE—Peninsula youths board a bus in Monterey en route to summer work in orchards and produce fields of the Hollister area. The employment opportunity has been provided for the first time this year to students of the Monterey Peninsula in a joint venture of ranchers and the State Department of Employment, in cooperation with the Peninsula Student Employment Service. The boys will be given living quarters and supervision on the ranches. Another busload is expected to leave this week also, if enough youths register. Daily berry-picking jobs also are open to both boys and girls from Peninsula schools through the SES. A meeting to explain this employment possibility is scheduled tomorrow at 2 p.m. at the Monterey USO.

Monterey
Peninsula
Herald

June 16, 1961
June 19, 1961
June 21, 1961

Student Employment Experiment 'Success'

RIVERSIDE DAILY PRESS
July 22, 1961

A student summer employment experiment — initiated by the Department of Employment and the Riverside Junior Chamber of Commerce—has been declared a success by its sponsors and Hemet area growers.

The experiment has been so successful this summer, in fact, that without publicity so many students wanted to take part that the program's sponsors found it difficult to hold their number down to a workable pilot group.

EACH YEAR when schools close for summer vacation, students by the hundreds try to find jobs — not always with success.

This year in particular large numbers of students were unable to find temporary summer employment because of the number of unemployed adults who also are looking for work.

A man with a family usually gets the call when a job—temporary or not — is available.

Jobs in agriculture have always seemed the answer to the students problem, but many growers found their young workers not always dependable.

TO SOLVE this problem, the Department of Employment and the Jaycees launched their pilot program .

Engineered by Charles Belvin and Ken Robbins, farm supervisors at the state office in Riverside, and Robert Yoxtheimer, University Heights Junior High School teacher-coach, the program provides a dependable work force for agricultural employers.

Yoxtheimer, a summer employe at the Department of Employer, acts as youth coordinator.

Under the experiment, students reported to a grower's representative at the state office in Riverside. If one fails to show up, another is sent in his place.

A BUS was arranged to transport the students to apricot groves in Hemet to guarantee their getting to work on time. Two youth supervisors accompanied the work crew.

The experiment appeared to be successful and Department of Employment officials reported many more students could have been placed in summer jobs, but it was thought desirable to keep the program small during the pilot stage.

According to a Junior Chamber of Commerce spokesman, the program has been greeted by students with interest and enthusiasm and he predicts the program will be expanded.

Photo, courtesy of Press-Enterprise

Perris Potato Industry Leads in Student Hiring

By BILL JENNINGS

Daily Enterprise Staff Writer

PERRIS — The potato industry again has taken the leadership in providing summer jobs for students here. It employs an estimated 75 youngsters as compared with 160 elsewhere in the county's west end.

THE FIGURES were supplied yesterday by the Farm Labor Placement Service, a branch of the California Department of Employment.

MSW Produce Company, the largest single processing organization in the Perris Valley, again has cooperated with the state agency by employing high school students in two production line operations.

Additional youths are employed in the field by various labor contractors in cooperation with local ranchers, a state spokesman said.

ELSEWHERE in Riverside County, youths, primarily from Riverside high schools, have taken jobs in the Hemet apricot harvest, mixed crops and weed control programs from Moreno to Mira Loma. Some of the crews have reached across county lines to take potato harvest jobs at Chino, San Bernardino County.

RIVERSIDE DAILY ENTERPRISE
July 20, 1962

MAPES YOUTH FARM WORK CAMP AT BRENTWOOD

Eastern Contra Costa County

The Brentwood Seasonal Farm Labor Office piloted a youth program in cooperation with parent office, Pittsburg, and other local offices at San Luis Obispo, Monterey, Napa, and Bay Area, which recruited 30 high school and college boys to make up a resident camp crew.

Key to the overall success of the program was the cooperation of Jim Mapes, rancher, who furnished the housing and provided most of the employment in his packing shed during the sweet corn harvest. When the harvest was delayed, he helped to locate interim employment in apricot picking for two other employers. The apricots had been damaged by heat and required special selective picking to meet cannery grades, but the boys averaged $1 an hour at piece rates of .35--.40/40# box during this work.

In the Mapes packing shed, the boys were paid from $1.25--$1.50 for various tasks including packing, icing, and loading crates of corn for market--See opposite page. For those boys who stayed most of the season, June 23--July 28, earnings averaged over $200 with several exceeding $250.

The employers, at first somewhat skeptical as to how unseasoned young workers would work out, cooperated wholeheartedly, provided adequate supervision, and had good words for the boys upon completion of the season. The morale of the students was generally good. They were eager, conscientious, and wanted to do a good job for the employers. Many expressed interest in returning next year.

The typical day's schedule for the boys at the Mapes Camp follows:

(Photos, courtesy of B. C. Rucker)

4:30 Arise
5:00 Transported to mess hall for breakfast
6:00 Transported to job
7:00 Reported for work
12:00 Lunch brought to field
3:00 Transported back to camp
5:00 Transported to dinner
Evening recreation included swimming or going to local theater.

AT RIGHT: Key leaders in program (l to r) Harold Backus of Brentwood Farm Labor Office; Thomas Henninger and Jim Mapes, employers; A.R. Gubser, Farm Placement Supervisor; and Milton Eisley, Farm Placement Representative.

BELOW: Students from Monterey, Richmond, and Berkeley, upon arrival at the Mapes Camp. With the boys (right end) is Jim Mapes, owner of the camp and ranch.

MAPES YOUTH FARM WORK CAMP--Continued

RIGHT: A.R. Gubser, FPS, and Thomas Henninger (r), inspect apricots picked by the Mapes camp crew. The boys picked cots while waiting for the corn harvest to start.

BELOW: Students in foreground (l to r) Tom Sonner of Berkeley; Martin Breten, Mike Harris, and Jim Keenan, all of Monterey, shown at work in Mapes' packing shed, getting the corn on its way to market.

INSET: Quintin Young, of Lafayette, Contra Costa County, has his work observed by A.R. Gubser, FPS, and Mark Johnson, Coastal Area Manager, who wanted to see firsthand the type of work the boys were doing.

Teen-Agers Do Man-Size Job of Farm Work

JOBS FOR YOUTH — Tommy Creamer, 15, 250 Pleasant Valley Trailer Court, and Raymond Acosta, 15, of Los Angeles, visiting in Oxnard, are among teen-agers helping pick strawberries this summer. They are working in fields of berries grown by Ray Watasuki north of West Gonzales road.

Hundreds of Ventura County teen-agers have swapped summer fun for work on farms, where they are doing a man-sized job.

The Oxnard Farm Labor Office said today the youngsters are making an important contribution to county agriculture.

Furthermore, at least one employer reported most of the youthful workers are easier to supervise than adults.

500 Employed

In peak weeks of the summer employment program, more than 500 youngsters aged 13 to 18 are at work on 30 or more farms, according to Harold A. Bates of the Oxnard Farm Labor Office.

He said the program's goal, however, is not quantity hiring but the building of a quality young labor force. Nevertheless this summer's placement of young workers has been the heaviest in recent years.

Strawberry and string bean harvests have absorbed many laborers. Smaller numbers have been used in cucumber picking, tomato culture, and general vegetable culture. The seed industry employs others.

Mr. Bates explained that various phases of the youth employment program are sponsored by the Farm Labor Service of the California Department of Employment in cooperation with the Ventura County Farm Labor Association and the County Citrus Growers Committee. In addition, many farmers are continuing youth projects established in recent years.

Strawberry Harvest

During the strawberry harvest, there were more than 100 young workers busy for eight different employers.

One employer, Ray Watasuki, who hired up to 50 youngsters, observed that the quality of the pick was good. He reported that a few of the pickers earned over $1 an hour. He found that the majority "were easier to supervise" than older workers.

On the Brucker ranch in the Oxnard area, up to 100 young workers were employed at one time picking string beans on a piece-rate basis. When it was found difficult to effectively supervise more than 50 youngsters, they were weeded out.

Crew Balanced

The crew was then balanced out with adult workers, according to Mr. Bates, "to provide stability to the work force and prevent crop loss, both to vines and in terms of a marketable package."

Jesse Frye, new manager of the Farm Labor Association, reported that generally those young people who sought out employment on their own behalf and even furnished their own transportation developed into excellent workers.

It becomes necessary, according to both Mr. Frye and Mr. Bates, to detect and remove any workers doing a poor job — or else morale of the whole crew breaks down.

THE PRESS-COURIER
AUGUST. 8, 1961

SIXTY CENTS WORTH—That's what a box of strawberries is worth to Steven Ornales, 13, of 617 Cooper road. Checker sees that box contains full weight.

—Press-Courier Photos

VENTURA COUNTY YOUTH

(Photos, courtesy of Burpee Seed Co. and Ventura County Star-Free Press)

DAY'S PICK--Snap bean pickers (right) at the Brucker Ranch, Oxnard, are (foreground, from left) Eddie Velasquez, Oxnard; Don White, Somis; and Buster Madden, Camarillo Heights. Holding box is Bob Hendricks, Camarillo Heights.

ABOUT 125 LOCAL GIRLS did skilled work at the Burpee Seed Company, Santa Paula.

ABOVE (l to r): Gloria Arcartalez, Bonita Thompson, and Dena Abel, clip blossoms of petunias producing hybrid seed.

RIGHT: Suzanne Coleman (left) and Julie White emasculate tomato blossoms to produce hybrid plants. Suzanne supervises field crew (below) in this work and is an "old hand" in the summer youth employment program.

PESCADERO STRAWFLOWERS

Dolores Pompati (right), Manager of the Half Moon Bay Farm Labor Office, San Mateo County, arranged for Mr. Frank Morimoto, employer, to hire a crew of local high school girls to pick his strawflowers. The flowers were taken to a dehydrator for drying--48 hours at 130 degrees. The girls then sorted the dried flowers, attaching a wire stem through each, and put them into bunches. The girls earned $1 hour while picking and piece rates for the shed work. The employer furnished free transportation between the field in Pescadero and the packing house in Half Moon Bay, and the girls received 75¢ hour while enroute.

SANTA CLARA COUNTY APRICOTS -- Nimble-fingered girls in pictures at right and below were an organized group from the First Presbyterian Church of Burlingame, who prepared apricots for drying on the farm of employer Edward Dutra (center in picture at right).

The girls enjoyed the drying-shed work and received 45 cents per 40# box, for splitting, pitting, and arranging the apricots on trays for drying. The employer provided ice water for drinking, and excellent sanitary facilities.

Men in the background, in the picture below, are (l to r) Edward Dutra, employer; Jack Rocca, Farm Placement Supervisor; Charles Runner. Manager, San Jose Farm Labor Office, and Andy Murdock, Youth Program specialist in that office.

(Photos, courtesy of B. C. Rucker)

Farm placement of individual youths

Coastside Farm Youth Uses State Employment Service

It may seem like quite a step from raising a beef herd to cutting daisies, but there's money in it. That's what Ron Buck, 17, Half Moon Bay High school senior, discovered when he spent his Easter vacation working at the 17-acre Cozzolino flower ranch near here. Ron and Jim Cozzolino were brought together by Mrs. Dolores Pompati of the Department of Employment Farm Office here. Ron had filed his application for vacation work with Mrs. Pompati.

She matched him into an opening Cozzolino had, which she found in her contacts with ranchers in the area while searching for such work.

"Finding jobs for students like Ron is what we're here for," Mrs. Pompati said.

"Now we're working to find full-time and part-time summer vacation jobs for students and would appreciate hearing from ranchers who will give these students a chance."

"We urge high school boys and girls to file their applications now, so we will know how many—and what kind—of jobs to look for. Students can register at the Farm Labor office, 801 South Main street."

Ron, who is vice president of the Half Moon Bay Future Farmers, liked the commercial flower work so well that he is going to have a full-time job on the Cozzolino ranch all summer, his employer announced.

A member of the varsity basketball team, Ron is raising 20 head of beef cattle as his F. F. A. project, and plans to remain in agriculture after his graduation in June. He lives with his parents, Mr. and Mrs. Fred Buck, and sister, Diane, on the San Mateo road.

San Mateo Times
April 24, 1961

(Photos, courtesy of B. C. Rucker)

ABOVE: Ron Buck (left) with Mrs. Pompati, Half Moon Bay Farm Labor Office, and Jim Cozzolino, employer. See newspaper story at left. Later in the year Mrs. Pompati reported: "Ron accepted employer's offer of permanent job, now earns $75 a week, and is in charge during employer's absence."

HANDICAPPED YOUTH SUCCEED IN FARM WORK--BELOW: Kenneth Mello (center), Alameda County farmer, hired William Roy McCabe (on his right) and Tony Ziviello (on his left), both totally deaf students from the California School for the Deaf. They did well in responding to instructions and the employer complimented them on an outstanding job of thinning onions. William Shaver (left) and Gay Hutton (right), of the Union City Farm Labor Office, assisted the boys in finding miscellaneous work during the summer.

MIGRANT PROGRAMS

Between 1960 and 1961, average employment of nonlocal or migrant workers rose from 29,500 to 30,700, while the number of such workers employed at the peak increased from 65,500 to 72,400. These estimates and others relating to employment of nonlocals, in Tables III--VI, Pages 28--32, reflect mainly short-term increases due to larger production and the net effect of annual variations in seasons and labor for specific crops--rather than the long-term trends in migrant labor supply and demand.

As previously reported (Pages 10--27), the major trends are for reduced seasonal labor demands, made possible by advances in mechanization and other labor saving on farms. Declining labor needs tend to attract declining numbers of workers in the long run. This, for example, has been noted during the advancing mechanization of the cotton harvest.

However, California has many hand tasks which have been less readily mechanized and for which supplemental foreign workers have been needed. Increasing success in channeling domestic local and migrant labor into such tasks would cause employment of migrants to continue at a relatively high level for some time to come, providing this trend were not more than offset by accelerated mechanization to reduce total farm labor requirements.

The 1961 average employment of nonlocal workers included 21,000 intrastate and 9,700 interstate migrants, while nonlocal employment at the peak included 47,700 intrastate and 24,700 interstate migrants, according to Department estimates. Because seasonal work is in progress at all times of the year, there are continuous comings and goings of migrants, according to their individual work patterns. The total number of out-of-state persons who may work in California at some time during the year is unknown, but it is probably in excess of the maximum working at any one time. The total number of intrastate migrants is also unknown and attempts to estimate the number would be complicated by the fact that they are local workers in their home area, and may be in either farm or nonfarm employment while there.

National, state, and local interest continued to focus on raising standards for migrant life and work. The California legislature (1) extended nonoccupational disability insurance to farm workers including migrants (Pages 62--63); (2) voted funds to supplement local health budgets in some counties (Pages 64--65); (3) passed law to require owners and operators of labor camps to register such facilities with the Division of Housing (Page 70). New Order No. 14-61, Title 8, California Administrative Code 11500, by the Industrial Welfare Commission established a minimum wage and specified employment conditions for women and minors working in agriculture which would affect the employment of migrant families (See opposite page).

Some communities introduced summer school sessions to extend the migrant child's opportunities for education. See articles on Pages 66-67.

The new registration policy (Pages 34--37) of the Department of Employment offered new recognition to the migrant worker and enabled him to establish a work record in each California area where he works. For a report of progress on another special employment service to migrant groups, see Annual Worker Plan, Pages 68--69.

Representatives of public and private agencies were cooperating with the Governor's Committee on Children and Youth--Subcommittee on the Migrant Child--in planning the next (third) Conference on Families who Follow the Crops, scheduled for March, 1962. Considerations would include employment, health, education, welfare, housing, and related subjects and problems involving the migrant families and the California communities in which they work.

EXPLANATION OF THE MINIMUM WAGE AND WORKING CONDITION REGULATIONS AS THEY APPLY TO WOMEN AND MINORS EMPLOYED IN FARM WORK

Department of Industrial Relations
Division of Industrial Welfare
455 Golden Gate Avenue, San Francisco

1. WHAT FARM WORKERS ARE COVERED? Industrial Welfare Commission Order 14-61 applies to women and minors employed in all agricultural occupations.

2. WHAT AGRICULTURAL OCCUPATIONS ARE COVERED BY THIS ORDER? Generally, any occupation connected with the growing, cultivating and harvesting of agricultural products.

3. WHO IS A MINOR? For purposes of these regulations a minor is a boy or girl 12 through 17 years of age. Except for the children of the farmer, no child under the age of 12 may be employed. Minors 12 and 13 years of age may work only when school is not in session. Minors 14 through 17 years of age may work when school is not in session and after school. If the farmer is subject to Federal regulations, minors under 16 may not be employed during school hours. Sixteen is the minimum age for employment in a dangerous occupation, such as the operation of moving machinery, working around moving belts, or handling dangerous insecticides labeled "poison."

4. WHO MUST COMPLY WITH THESE REGULATIONS? The employer of the women and minors is responsible for compliance. If a bona fide farm labor contractor provides the crew under contract to the farmer, the labor contractor is the employer. The head of a family who "contracts" with the owner of the farm to perform certain labor with his family is not the employer. In this case, the farmer is the employer and responsible for complying with these regulations.

5. WHEN DO THE WAGE PROVISIONS APPLY? If at any time in the calendar year the farmer hires 10 or more women or minors 12 through 17 years of age, the wage provisions of this order would apply to the 16 and 17 year old minors and to the women employees.

6. WHO MUST BE PAID $1.00 PER HOUR? Each woman or minor 16 or 17 years of age who is employed on an hourly basis must receive not less than $1.00 per hour for all time worked.

7. WHO MUST BE PAID $4.00 PER DAY FOR REPORTING TIME PAY? Each woman or minor 16 or 17 years of age who has been hired on a piecework basis must receive not less than $4.00 for each day he or she is required to report and does report in the pay period. If the piecework earnings in the pay period are equal to or greater than $4.00 for each day the worker is required to report and does report, this provision is satisfied.

8. WHAT DOES "REQUIRED TO REPORT AND DOES REPORT" MEAN? "Required to report" means that a woman or minor 16 through 17 years of age is no longer an applicant for a job but has actually been hired to perform work on a piecework basis. "And does report" means that the woman or minor who has been hired appears on the job at the specified time and place presumably ready, willing and able to work. Workers who apply at the gate because of help wanted posters or other advertisements remain as applicants. They are not required to report for work until after they have been hired by the farmer or his agent.

   If the employee's services are not needed on a succeeding day or if there is threat of rain or other weather condition which would interfere with the day's work, the farmer should make a conscientious effort to tell the workers in advance of reporting for work that they are not needed.

   If the employee is not able or willing to work or is terminated for just cause, the $4.00 need not be paid. (Note: Application of this provision is based on the facts of each case with consideration given to the intent of the parties and whether good faith has been shown by the employer, the employee, or both.)

9. WHAT RECORDS MUST BE KEPT FOR WOMEN AND MINOR EMPLOYEES? Payroll and time records must be kept which show the worker's name, address, age if under 18, total hours worked daily and the total wages paid in the payroll period.

10. WHO MUST HAVE A TIME RECORD? For purposes of these regulations, records must be kept for each minor employee 12 years or older and each woman worker.

11. WHAT IS THE PAYROLL PERIOD? The payroll period is the period of time covered by each payment to the employee. This period cannot be longer than one-half month, except for the employees who are provided room and board who may be paid once a month. This is a requirement of Labor Code Sections 204 and 205.

    If the head of a family is paid all the money for the family, the employer's records must show the amount of wages credited to each woman and minor member of the family who is employed.

12. WHO KEEPS THE TIME RECORDS? The employer is responsible to see that the time records are kept. However, he may secure the necessary information on hours worked from any source he wants. He may observe the work himself and record the time. He may have a foreman record the time and report it to him. He may have the head of the family report the hours worked and amount earned by each member of the family.

13. WHEN DOES THE FARMER HAVE TO PROVIDE TOILET FACILITIES? If six or more women or minors 12 years of age through 17 years are employed for more than two hours in one field location.

14. WHAT TOILET FACILITIES ARE ACCEPTABLE? Privies, chemical or portable units are acceptable if they are serviced and cleaned regularly; screened and ventilated; have toilet paper, toilet seats and lids; the pits are covered at regular intervals; and the facilities are reasonably convenient to the work areas.

15. WHERE SHOULD WASHING FACILITIES BE LOCATED? Adjacent to toilet facilities.

16. WHAT FACILITIES FOR DRINKING WATER ARE ACCEPTABLE? A drinking fountain or tank supply with individual cups or the employee's own cup are acceptable if the water is drinkable and reasonably convenient.

17. WHAT ARE THE WEIGHT LIFTING RESTRICTIONS FOR WOMEN? A woman may not lift more than 35 pounds except on permit to the employer from the Division of Industrial Welfare. Under certain conditions permits may be granted up to the statutory maximum of 50 pounds. If the woman is working from a ladder and has to climb higher than five feet off the ground, the maximum weight she can lift or carry is 10 pounds. However, nothing would prevent the woman from climbing higher than five feet if by the time she has picked 10 pounds of fruit she has come down the ladder to a point where her feet are at the five foot level.

18. HOW IS APPLICATION MADE FOR A WEIGHT LIFTING PERMIT? Forms may be obtained from the Division office nearest you and returned completed to that office. The agent in charge will be glad to assist you.

Excerpts from
Department of
Employment
pamphlet

information for FARMERS and other EMPLOYERS of AGRICULTURAL LABOR on Disability Insurance for Farm Workers

Introduction . . . . .

The 1961 California Legislature amended the Unemployment Insurance Code to extend non-occupational disability insurance (not to be confused with occupational injuries or illnesses covered by workmen's compensation insurance) to farm workers. Workers in business and industry have had disability insurance coverage since 1946.

With this legislation California became the first state to provide non-occupational disability insurance and hospital benefit coverage for its agricultural workers.

Who pays for disability insurance?

The worker pays for disability insurance and hospital benefits (covering illness or injury occurring *off the job*), through a one percent tax on wages. Employers pay no taxes in support of the disability insurance program.

How can a person tell if he is an employer under terms of the law and obligated to register with the Department of Employment?

The statutory standard under which an employer of agricultural labor becomes subject to the Code is the same as for employers in business and industry. All employers of one or more agricultural workers who pay wages of more than $100 in any calendar quarter after September 30, 1961 are subject to the disability insurance provisions of the Unemployment Insurance Code.

"More than $100 in wages in a calendar quarter" means the sum of wages paid in a quarter regardless of whether paid to one or several workers. Thus, if you employ eleven workers and pay them each $10, you would be subject and should deduct one percent from their wages for disability insurance.

This means the employer must begin making a one percent deduction from the wages paid his employees on and after October 1, 1961.

For the fourth quarter of 1961, the deduction will be on wages up to $3600 paid to each employee during that quarter. For the year 1962, the deduction will be on wages up to $4100 paid to each employee during the year.

When should an employer of agricultural labor register with the Department of Employment?

Any employer of agricultural labor who pays wages on and after October 1, 1961, should obtain a registration form from the Department of Employment. These forms may be obtained from the nearest audit district office.

Even though an employer is registered as an employer for reporting wages and contributions for Unemployment Insurance and Disability Insurance, he should also register and obtain a registration number in the "700" series for reporting agricultural labor.

What is the employer's responsibility in this program?

It is the responsibility of the employer to deduct the disability tax from the worker's pay at the time of payment of wages, hold it in trust, and pay it to the Department of Employment on behalf of the worker each calendar quarter. The law provides that if the employer fails to make the deduction, the employer himself becomes liable and must pay the disability tax in full.

In addition, he must provide each employee with a written statement of the wages paid and the deductions made for disability insurance.

The employer may wish to provide his employee with a fuller explanation at the beginning of the program. The Department will supply informational pamphlets, on request.

What is the first step for an employer of agricultural labor to take?

He must register with the Department of Employment as an employer, within the disability insurance provisions of the California Unemployment Insurance Code.

What procedure is followed in registering as an employer?

Obtain a Registration Form for Agricultural Employer (DE 7001) from the nearest Department of Employment office, complete it and mail it to the Department of Employment, 800 Capitol Avenue, Sacramento.

If an agricultural employer has not registered with the Department of Employment by October 1, 1961, is he obligated to collect the tax?

Yes. The important thing is that the employer begin making the one percent deduction from the wages paid his employees, as of October 1, 1961.

Do wages include board and room furnished in lieu of cash?

Yes. "Wages" includes not only money payments but also allowances such as food and lodging. Consult the nearest Audit District Office as to methods of estimating value.

Can an employer adopt a Voluntary Disability Insurance Plan for his workers instead of the State Plan?

Yes, an employer may adopt a voluntary plan (underwritten by a private insurance company or as a "self-insured" plan of the employer) in preference to the State Plan if a majority of his employees so elect. If they do, the State must approve the arrangement. A voluntary plan must equal all the State Plan provisions for benefits and better the State Plan in at least one provision.

Are foreign contract nationals covered by the amended disability insurance law?

NO, Mexican national *contract* workers (admitted under Public Law 78, 82nd Congress); Japanese, Filipino, and Basque (Spanish) workers (admitted under Public Law 414, 82nd Congress); and other foreign national workers in the United States on entry permits or temporary visas for agricultural work are *excluded*.

What if a worker does not have a Social Security Account Number?

In that case, you should secure a supply of Federal Form SS-5 from your nearest Social Security Administration Office or Post Office, in order to obtain numbers for those workers.

Program Is Started To Improve Health Among State's Migrant Farm Workers

THE SACRAMENTO BEE, AUGUST 6, 1961

BERKELEY — UPI — A program its proponents say will help boost health conditions of thousands of migrant farm workers and their families is under way in California.

The limited program planned for the next four months is not expected to make any immediate sweeping changes in the substandard health conditions of harvest workers and their children but proponents hope it will get things started.

Jessup pointed to the need for the program last year in a report to Governor Edmund G. Brown on his work and observations in migrant health clinics in western Fresno County. His testimony before legislative committees helped convince lawmakers of the need for a $75,000 appropriation to get a state-county program.

The money has been apportioned to counties to extend existing medical care programs to the small portion of the farm workers not eligible under county residence rules. All the funds will have been spent by November 1st.

The allocations range from about $15,000 granted to Sutter-Yuba (a joint program by the two counties) and Merced to $2,000 given to Colusa County. Other counties participating in the program are Butte, Yolo, Fresno, Tulare, Kern, Santa Cruz, Monterey and Imperial.

Local Increases

In addition, Jessup said, several counties, notably San Benito and Contra Costa, have increased their own programs with the advice of department of public health consultants.

The state funds are being used for county planned programs including health education, nursing, well child clinics, immunization centers and pre natal and post natal care. Most of the programs employ nurses and private physicians and dentists.

In addition to the state funds, money also has been given to the program by California medical and farm groups.

Some of the related projects include:

The printing and distribution of a health record form, in English and Spanish, which the migrant family can take with it; the cost is being shared by the state, farm bureau and medical association.

A pilot program to test various types of prepayment plans suitable for migrants, supervised by the California Medical Association.

In the field health education being conducted by 60 vacationing college students under the auspices of the migrant ministry of the National Council of Churches and the American Friends Service Committee; the students also work as receptionists and assistants in migrant clinics.

Some 10,000 pamphlets aimed at educating workers in basic health preventive measures, such as the use of screens in fly control and the need for clean drinking water, are being printed by the farm bureau.

Jessup emphasized that the state money is just a drop in the bucket as far as migrant health is concerned, "just a little for a special problem." He said the public health department expected to include funds for continuing the program in its 1962-63 budget.

Governor Edmund G. Brown signs into law Senate Bill 282, which provides limited funds for expanding health services to domestic seasonal farm workers and their families. From left to right are Bruce Jessup, M.D., rural health consultant, California State Department of Public Health, Senator Virgil O'Sullivan, author of the bill, and Governor Brown.

Photo, *California's Health, State Department of Public Health*

A Clinic for Migrant Workers

July 13, 1961

INDEPENDENT-HERALD
Yuba City, California

BOSS LADY — The smiling face visitors see as they enter the Sutter-Yuba Health Department's clinic at Richland Housing Center is that of Mrs. Arlys Loew, public health nurse in charge. Her desk is by the door.

HEIGHT AND WEIGHT — On the scales in the examining room is Leonard Garcia, who lives at the Richland Housing Center. Miss Willhelm helps physician in checkup.

NOTE: The Richland Clinic, referred to above, received about $15,000 from the funds granded under S. B. 282 (See opposite page). Located in the camp of the Sutter Housing Authority in Yuba City, and operated by the Sutter-Yuba Health Department, the clinic was open 5 days a week, July--September, to serve migrant workers during the fruit and nut harvest season.

The Health Officer's report on operation of the clinic indicated that 1,170 patient visits were recorded during the three months. Emphasis in service was toward preventive medicine, including 756 immunizations. Health education was part of the program and sanitary conditions were reported to be improved because of inspections and education in environmental sanitation.

Migrant Schools

CALIFORNIA FARMER, Sept. 16, 1961

At Ceres

A self-help program that would have provided supervised care and summer school courses for children of migrant farm workers in Stanislaus County has ended in complete failure, according to growers who sparked the plan.

Sid Long, Jr., manager of the Superior Fruit Company ranch at Ceres, was the originator of the child care center idea, and its strongest backer. Long raises peaches and grapes, the major crops in the area. Both of these fruit crops require lots of temporary labor during peak harvest periods.

A sizable proportion of the area's harvest crews are made up of man and wife teams. The young children of these husband and wife picking teams are often left in the orchards, unsupervised, to amuse themselves while their parents work.

Long and his fellow growers cast about for some means of helping these children get out of the fields during the day, and at the same time solve the safety problem posed by the presence of the children playing around the various types of machinery and farm equipment.

THE GROWERS came up with a plan for starting a child care center for these children under the supervision of the local school district. It was felt that such an undertaking would be an ideal project in which the entire community could participate and take pride.

Three rooms were set aside at the Whitmore School in Ceres. Growers raised $1000 to buy equipment and guarantee operating expenses until the school got off the ground. The Stanislaus County Health Department cooperated by setting up a schedule for free immunizations and physical examinations for the children.

The Ceres School offered a hot breakfast, supervised recreation, classes for the older children, hot lunches, fruit juice and cookies in the afternoon and beds so that the younger children could nap. Regular teachers from the local school system were to administer the program.

The school was publicized through the local newspapers and radio stations. Posters and brochures were distributed throughout the area—through farm labor offices; grocery stores frequented by the workers and other central spots.

THE SCHOOL opened to a fanfare of publicity from news media in the area—but not one migrant child was enrolled. After three days of opening the doors to an empty schoolyard, William Chubbic of the local state farm labor office went into the fields to carry the word directly to the migrant workers. Several of them promised to enroll their children—but none showed up.

Kenneth Buoy, administrative assistant for the Ceres school district, and one of the active supporters of the plan, blames the failure of the project on the apparent lack of interest shown by the migratory workers.

Buoy told reporters from the Council of California Growers, "The only reason I can think of for the complete lack of cooperation on the part of these families was the meager sum—9 cents per hour—charged for the school facilities."

MEANWHILE, back in the peach orchards at Ceres, the children of the harvest workers are busily pursuing their playtime activities, exposed to heat, dust and the ever-present danger from tractors and other orchard equipment.

The growers, townspeople, school district officials and representatives of the farm labor office are more concerned than ever.

They do want to do their share, and more. Yet, they are at a loss as to how they can attack the problem until the migratory worker himself demonstrates more interest in bettering the position of his family and children.

Sebastopol Succeeds

There are 15 migrant children—first grade through sixth—enrolled in the summer school at the Pine Crest School in Sebastopol. The four-week summer session ends Friday.

The session is under the jurisdiction of the Sebastopol Union School District—the session is the first to be conducted under public education in the state.

The state is helping support the school with funds. The Migrant Ministry initiated the first summer program of informal education, recreation and social service several years ago and local volunteers are playing a major role in the support of the school.

Sonoma State College is supplying the teacher.

The Rosenberg Fund made a $950 grant.

Why has one effort to help the children of migrants succeeded and another failed?

Roy M. Carson, Pine Crest principal, said he believed the main reason that the effort has succeeded in Sebastopol is that the school has assumed complete responsibility for seeing that the children attend school.

When students didn't show up for school, people went out to farm labor camps to find out why—and took them to school.

Parents are too busy making a living to worry about sending their youngsters to school, he said. The average annual salary of migrant families is $2,500 a year.

Everything is completely free to the children and their families, including hot meals and transportation.

THE SACRAMENTO BEE, SUNDAY, AUGUST 13, 1961

Pear Growers Back First Summer Resident School

Special to The Bee

KELSEYVILLE, Lake Co. — Pear growers in the Kelseyville area have established one of the first "schools for summer residents", a program to help educate children of migrant workers. O. W. Fillerup, executive vice president of the Council of California Growers, a supporter of the program, said, "Kelseyville might well be used as an example of what can be done when entire communities work together toward relief of migrant worker problems.

"Programs such as this can go a long way toward correcting situations which are finally being recognized as a social problem which concerns not only the farmer but the entire community."

Regular Route

Robert Singleton, Kelseyville elementary school district superintendent, said everything possible is being done to attract the workers' children to school but there is a lot of apathy toward education among the migrants.

Singleton said: "We have about 50 families who have been coming here regularly for years. Kelseyville is on a regular migrant route. Classes during the summer will give us an opportunity to work with these children repeatedly during the weeks they are here every year. This will give us an opportunity to make some real progress. Because they move so often and are out of school, migrant children have a tendency to fall behind in classes."

There are no formal class divisions and no grades given, explains Singleton. The children receive almost individual instruction in reading, language and arithmetic on their own academic level. The school's two professional teachers use what Singleton calls the "one room school approach," teaching grades one through eight.

Set Up By Growers

The school had its beginning during a meeting of the Lake County Crop Harvesting Committee in July when the committee decided to have school facilities available during the summer. Robert Henderson, Kelseyville pear grower, contacted Singleton; the school board agreed. Singleton contacted Sacramento, secured two teachers and completed the necessary arrangements. Now, said Singleton, "it looks like we'll be having a summer program every year."

The school is financed by the growers and the state. The state pays the regular rate of $125 per student. The rest, amounting to about $220 per student, is made up by the community.

Although growers' children are eligible, and many attend, the school was established at grower request as a school for migrants and is supported by them as such.

Many growers have camps in their orchards for pickers so a bus runs through every morning at 7:40 to pick up the students.

CONTINUITY—Growers in the pear region around Kelseyville, Lake County, helped organize the first school especially for the children of migrant farm workers. The school, supported by both the growers and the community, is designed to provide continuity in the education of youngsters who must of need follow the crops in which their parents earn their living.

AGRICULTURAL CLEARANCE

Intrastate

Intrastate clearance resulted in about 16,000 agricultural placements during 1961. Examples of how clearance helped to channel labor supplies to demand areas follow.

-Employers in the San Joaquin and Sacramento valleys recruited workers from Los Angeles and the San Francisco Bay Area, for crops such as peaches, tomatoes, berries, hops, and grapes. See Page 44.

-Employers in the Central Coast area recruited workers from Fresno, Sacramento, and Stockton, to cultivate and harvest vegetables, berries, pears, and prunes.

-North Coast employers used the San Francisco Bay Area and Sacramento farm labor offices to recruit workers to harvest apples, berries, and grapes.

-Employers in the Northern Sacramento Valley recruited workers through the Sacramento and Stockton farm labor offices for fruit thinning in the spring, and harvesting of peaches, prunes, and olives in the late summer and fall.

Interstate

A total of 47 orders--2,035 openings--were extended to employment security offices in 8 other states. Of these, 25 orders and 1,271 openings were filled by workers from 4 states: Texas, Arizona, New Mexico, and Oregon. See ES-225 Table 5, Page 83.

The most effective interstate clearance was through positive recruitment conducted by employers and their recruiters in cooperation with the California Department of Employment and the agencies of the labor supply states, including Texas, Arizona, and New Mexico. Positive recruitment represented 1,704 openings, or 83 percent of the total interstate clearance openings extended. The openings filled through positive recruitment totaled 1,112, or 87 percent of the total filled through interstate clearance. The remaining openings were in connection with the Annual Worker Plan.

Annual Worker Plan

In 1961, the California Department of Employment continued promotional efforts to interest both interstate and intrastate migrant groups and their California employers in the advantages of the Annual Worker Plan. As a result, the number of migrant groups contacted increased from 112 interstate groups in 1960 to 395 in 1961, while the number of intrastate groups rose from 55 to 414.

The total of 809 migrant groups represented about 6,000 persons of whom about 4,800 were workers. Table VIII, opposite, shows the composition of the groups contacted, particularly to note the make-up of families including nonworkers who would need housing with the workers. (These figures vary from those in required ES-225 Table 4, Page 82, which refers to interviews and not groups, and limits information in some items to interstate migrants with California residence.)

To further the Annual Worker Plan and serve as coordinator of interstate and intrastate AWP communications, a Farm Placement Supervisor was added to the State Office staff of the Farm Placement Technical Section, April, 1961.

TABLE VIII

ANNUAL WORKER PLAN CONTACTS WITH MIGRANT GROUPS OF FARM WORKERS BY OFFICES OF THE CALIFORNIA DEPARTMENT OF EMPLOYMENT - 1961

Composition of AWP Migrant Groups Contacted - Interstate and Intrastate

Annual Worker Plan (AWP) refers to employment service program designed to provide advance scheduling of job itineraries for agricultural migrant groups.

ITEM	All AWP Groups	INTRA-STATE CALIF*	INTERSTATE		
			Total	Home State Calif#	Home State Other#
Groups contacted re Annual Worker Plan	809	414	395	187	208
Crews--of unattached persons only. .	124	80	44	22	22
Of families only.	89	37	52	24	28
Of families & unattached. . .	28	10	18	7	11
One-family groups.	426	221	205	96	109
Other (Singles not in crews)	142	66	76	38	38
Persons in AWP groups contacted	6,004	2,820	3,184	1,246	1,938
Male, 16 and over.	3,489	1,733	1,756	718	1,038
Female, 16 and over.	1,124	471	653	260	393
Under 16	1,391	616	775	268	507
Workers in AWP groups contacted	4,790	2,303	2,487	1,038	1,449
Male, 16 and over.	3,467	1,728	1,739	714	1,025
Female, 16 and over.	992	410	582	245	337
Under 16	331	165	166	79	87
Families in AWP groups contacted. . . .	794	341	453	204	249
In crews of families only.	244	90	154	67	87
In crews of families & unattached. .	124	30	94	41	53
In one-family groups	426	221	205	96	109
Persons in all families.	3,905	1,634	2,271	850	1,421
Male, 16 and over	1,413	562	851	329	522
Female, 16 and over	1,101	456	645	253	392
Under 16.	1,391	616	775	268	507
Average persons per family . .	4.9	4.8	5.0	4.1	5.7
Workers in all families.	2,691	1,117	1,574	642	932
Male, 16 and over	1,391	557	834	325	509
Female, 16 and over	969	395	574	238	336
Under 16...	331	165	166	79	87
Average workers per family . .	3.4	3.3	3.5	3.1	3.7
Unattached adult male workers	2,076	1,171	905	389	516
Unattached adult female workers	23	15	8	7	1

NOTE: This table is limited to groups contacted by California re Annual Worker Plan.

*Intrastate California residents migrating within California only.

#Interstate - California residents working outside California part of year.
Other state residents working in California part of year.

TRANSPORTATION

Daily transportation to and from the job was still a major problem for many farm workers who were otherwise available and qualified. Farm labor office personnel often helped to solve this problem by arranging rides with other workers referred to the same or nearby farms.

Day-hauling by employers, labor contractors, or professional haulers, was provided from major labor pools and from arranged points in some other parts of the state. ES-225 Table 1 and Worksheets A & B, Pages 74--75, show operation of day-hauling under supervision of the Department of Employment from 30 points in 23 towns. This was 7 more points but the same number of towns as in 1960--though including some different towns. The average number of workers hauled daily from the 23 towns declined from 2,754 in 1960 to 2,341 in 1961. For other information relating to 1961 day-hauling of farm workers, see Pages 34, 41--43.

Field reports continued to reflect general improvement in the vehicles used in transporting farm workers in California. There was cooperation with the U. S. Department of Labor, California Division of Industrial Safety and California Highway Patrol, in setting up what some called "Vehicle Day" when, by pre-arrangement, employers and haulers brought all their farm labor transportation vehicles to an announced place for official inspection. Vehicles approved as meeting standards were so designated by a windshield sticker. Others were to be repaired or adjusted to meet standards and submitted for a second inspection. Officers concerned with the safety of vehicles and highway travel now look for these stickers.

HOUSING

Progress in the provision of farm labor housing has been primarily for the year-round farm crewmen and their families. Two to four-bedroom homes, and rows of neat cement block apartments were increasingly a part of the farm scene.

The solution to the shortage of family housing for seasonal workers was yet to be found in many communities. The basic blocks to the solution included high costs of land and construction to meet a temporary need, and the uncertainties as to how long the temporary workers will be needed--or will a new machine replace them--and how long will the land still be used for farming--or will it be engulfed by the swelling city?

However, efforts were continued to improve existing housing facilities for all farm employees and to control construction of new housing to meet state standards. California legislation, enacted in 1961 and effective January 1962, would require owners and operators of labor camps to register such facilities with the Division of Housing before January 31 of each year. Each camp would be described and assigned a registration number. These new housing records were expected to provide helpful knowledge on farm housing locations and capacity, and to encourage adherence to housing standards, with resulting benefits to domestic farm workers housed.

During 1961, the Division of Housing also started an Agricultural Labor Family Housing Study. For sampling purposes, the study was divided into three units, the first being a worker interview schedule covering worker mobility, so-called "home base" housing, and the agricultural worker's ability to pay for housing. The second and third schedules, still to be developed, would cover the experience of growers in providing housing for agricultural worker families, and agricultural family housing in urban fringe areas. By the end of 1961, the first phase of the study, dealing with the Farm Labor Centers, former FSA camps, was completed and a report was expected to be made to the legislature early in 1962.

WAGES

California farm wages continued to rise at a more rapid rate and to reach higher levels than farm wages for the nation as a whole. Between 1960 and 1961, according to the annual average composite rates per hour, computed by the U. S. Department of Agriculture, California's average rose from $1.21 hour to $1.25--a rise of 4 cents or 3.3 percent. In contrast, the national average rose from $.818 in 1960 to $.834 in 1961--a rise of 1.6 cents or 2 percent. California's average was 48 percent above the national average in 1960, and 50 percent above in 1961.

Field reports reflected not only the general climb upward in rates for year-round and seasonal help, but some sharp adjustments also. For example, the Imperial County basic rate for vegetable field labor rose from $.85 to $1.00 hour. The basic rate scale for tomato harvest piece rates, in the Sacramento-San Joaquin Delta canning tomato area, went up a flat two cents a box--from a scale of 11--18 cents a box in 1960 to a scale of 13--20 cents a box in 1961.

In 1961, the Industrial Welfare Commission Order No. 14-61 established a minimum hourly rate of $1.00 for women and minors 16 years and over, employed on an hourly basis in agricultural occupations. For other information regarding this order, see also Page 61. The order became effective August 28, 1961, too late in the season for an adequate appraisal of its possible effects on the farm employment of women and youth in general, and on the wage trends for adult male workers not covered by the order.

FARM LABOR DISPUTES

In 1960 the Department of Employment had refused to refer workers for employment to two employers involved in strikes on the basis of a regulation of the U. S. Secretary of Labor which prohibits the referral of workers to jobs which are vacant because the former occupants are on strike. The two employers brought separate actions for writs of mandate to compel the Department to refer workers to them. The Superior Court in Butte and Yuba counties granted the writs of mandate and the Department appealed. In May of 1961 the Supreme Court of California reversed the judgments of the lower court and held that the Secretary of Labor's regulation was valid and that the Department had acted properly in refusing to refer workers to jobs which were vacant because the former occupants were on strike.

Throughout the 1961 season the Department investigated a total of 48 alleged agricultural labor disputes. Of these 48 disputes, 47 were determined to be bona fide labor disputes for unemployment insurance and employment service purposes. Wages and/or union recognition were the principal issues. The 47 bona fide disputes involved a total of 2,076 domestic workers, of whom 1,093 actually left their jobs. Approximately one-third of the 47 labor disputes involved 3,593 contract foreign workers, of whom 2,052 were removed because of strike conditions.

This compares with 99 alleged labor disputes investigated in 1960, of which 92 were determined to be bona fide. The 92 cases involved a total of 3,064 domestic workers, of whom 2,523 actually left their jobs.

Summary of 1961 farm labor disputes by area, crop activity, and No. of disputes:

DESERT: Harvests of asparagus (2); cabbage (1); lettuce (18); oranges (1).
CENTRAL COAST: Harvests of Brussels sprouts (8); strawberries (1).
SAN JOAQUIN VALLEY: Harvests of cherries (12); olives (1); peas (1); and thinning of nectarines (1).
SACRAMENTO VALLEY: Thinning of peaches (1).

FOREIGN LABOR PROGRAM

California's need for, and use of supplemental foreign labor has declined annually since 1956. This downward trend was quickened during 1961, when average employment of 35,000 foreign workers was 7,700 or 18 percent fewer than the 1960 average of 42,700. The decline between 1959 and 1960 had been 4,900 or 10 percent.

Even though part of the downward trend in need for foreign labor was due to the gradual decline in total labor needs, already discussed, foreign workers represented a smaller part of the declining total. In 1959, they were 11 percent of the annual average farm employment; in 1960, they were 10 percent; and in 1961 they were but 8 percent.

Part of the reduced need for foreign workers was due to smaller 1961 crops of lemons and oranges. Smaller tonnages and more widespread mechanization in certain vegetables, such as lettuce, celery, and carrots, required fewer workers and a higher proportion of the total were domestic workers. A composite of these three vegetables shows a decrease of 5 percent in production, 15 percent in major seasonal labor requirements, and 21 percent in use of foreign labor.

For the first time in several years, in some areas, foreign labor was not used in tree fruits such as pears, peaches, and apricots, and at the year's end, one major area which, since 1949, had never been without some foreign labor in winter vegetables saw the removal of all foreign labor.

Other factors reducing the need included better screening of farm workers through the Department's newly inaugurated registration program (Page 34); the upswing in hourly and piece rates in many crops, and the continued expansion of grower efforts to recruit domestic workers in their own behalf.

Some associations assigned representatives to work in farm labor offices to further screen and assign domestic workers to user-members and to reassign the workers from one member to another. This continuity of work tended to make the domestic workers more reliable and had the effect of reducing the need for foreign labor.

The Department continued the use of the Authorization to Assign Contract Foreign Workers, DE 3401. This individual user's authorization to receive workers from the farm labor association's foreign labor pool was issued by Department offices for specific crop activities for specific and limited periods, to assure minimum use of foreign workers and, at the same time, to keep the local office currently advised as to the numbers and farm locations of foreign labor use, so that any available domestic workers could be referred where work was in progress.

Wage surveys declined from 353 in 1960 to 261 in 1961. Foreign workers were needed in fewer crop activities, and it was possible to consolidate some crop-wage areas, thus reducing the number of surveys required. Although there were fewer surveys, they were more time-consuming because of more thorough sampling methods, increased documentation and fact finding, and more intensive review before issuing prevailing wage finding notices. A total of 202 Notices of Wage Findings were issued and 52 surveys were in crops which were dominated. Requests for administrative review of four surveys resulted in revision of one wage finding and substantiation of three findings. Evidence of adverse effect was found on two wage surveys and reviews were forwarded to the Secretary of Labor who issued determinations of adverse effect. No formal appeals from wage findings were filed with the Secretary.

APPENDIX
Pages 73-83

CALIFORNIA

Seasonal Farm Labor Offices - 1961

Office No.	Area & Location	Dates From	Dates To
	DESERT		
693	Calexico	12-11	-
	SOUTHERN		
659	Arroyo Grande	4-1	9-29
648	Beaumont	6-12	7-21
665	Cucamonga	8-28	10-13
663	Hemet	6-16	7-11
669	Littlerock	7-17	9-7
681	Paso Robles	6-1	12-5
	CENTRAL COAST		
627	Brentwood	5-15	10-14
647	Half Moon Bay	3-2	11-30
645	King City	3-1	10-14
634	Morgan Hill	4-17	10-13
642	Pleasanton	6-1	9-30
630	Richmond	5-15	10-31
646	Sunnyvale	5-8	8-31
	NORTH COAST		
660	Finley	8-1	9-12
631	Healdsburg	6-1	10-15
635	St. Helena	8-7	10-20
623	Sebastopol	4-1	9-15

Office No.	Area & Location	Dates From	Dates No.
	SAN JOAQUIN VALLEY		
674	Arvin	6-1	7-19
664	Cotton Center	5-1	7-17
685	Cutler	4-3	7-31
662	Delhi-Livingston	4-24 7-17	6-2 9-29
673	Dinuba	8-1	12-29
677	Edison	4-3	5-29
687	Firebaugh	4-3	10-13
656	Five Points	4-3	12-29
637	Hughson	8-8	9-15
643	Linden	4-18	10-27
658	Lindsay	4-12	12-29
683	Patterson	3-1	12-31
682	Reedley	6-5	7-21
655	Sanger	5-1	7-21
657	Selma	6-1	10-31
678	Wasco	4-3	12-29
	SACRAMENTO VALLEY		
641	Corning	10-2	11-8
629	Fairfield	6-1	10-13
625	Gridley	5-9 7-17	6-16 9-22
626	*Mt. Shasta	5-1	10-27
624	Orland	10-9	11-10
628	Winters	5-15	7-5

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*Interstate Farm Labor Information Station, operated jointly by California and Oregon.

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225--Table 1 (10-58)

CALIFORNIA

Table 1. Selected data on farm placement operations in 1961

Item	Number
Section A. Day-haul activities	
1. Operated by State agency:	
a. Day-haul points	30r
b. Towns with day-haul points	23r
c. Sum of workers transported on average day in each town	2,341
d. Sum of workers transported on peak day in each town	5,778
2. Established (unsupervised) by State agency:	
a. Day-haul points	40
b. Towns with day-haul points	22
c. Sum of workers transported on average day in each town	990
d. Sum of workers transported on peak day in each town	1,723
Section B. Services to school-age youth	
3. Towns in which separate school-age youth programs are operated	5
4. Day-haul points operated separately for school-age youth	8
a. Sum of school-age youth workers transported on peak day in each town	128
5. Day-haul points established by State agency for school-age youth	6
6. Supervised camps operated for school-age farm workers	0
a. Placement in camps	0
7. Placements of school-age youth in supervised live-in farm homes	9
Section C. Services to other special groups	
8. Services rendered to Indians by local offices or itinerant points on reservations:	
a. Placements	0
b. Applicant holding acceptances	0
9. Other placements of reservation Indians	310
10. Puerto Ricans brought into State under work contract	0
Section D. Special services to employers	
11. Employers receiving combine services:	
a. From out of area	115
b. From out of state	0
12. Employers receiving cotton-harvesting machine services:	
a. From out of area	88
b. From out of State	0
13. Food processing employers receiving placement services	INA
Section E. Other special services	
14. Local offices which held farm clinics	0
15. Days on which farm clinics were held	0
16. Issues of farm labor bulletins published	52
a. Copies distributed	44,850
17. State agency's work guides distributed:	
a. Within reporting State	43,000
b. To other States	100
18. Local offices participating in formal community service programs	64
19. Volunteer farm placement representatives	3

r - revised.

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225--Worksheet A (10-58)

CALIFORNIA

1. TOWNS WITH DAY-HAUL POINTS OPERATED BY DEPARTMENT OF EMPLOYMENT, 1961

AREA & TOWN (I)	Number of day-haul points: Total (II)	Number of day-haul points: School-age youth only (III)	Number of workers transported: Average day (IV)	Number of workers transported: Peak day: Total (V)	Number of workers transported: Peak day: School-age youth only (VI)
STATE - Total for 23 towns	30	8	2,341	5,778	128
South Coast					
Los Angeles	1	0	106	237	0
Cucamonga	1	0	5	17	0
San Bernardino	1	0	10	35	0
Escondido	1	1	15	24	24
Guadalupe	1	0	0	0	0
Santa Maria	1	0	2	4	0
Central Coast					
Oakland	1	0	265	750	0
Richmond	1	0	90	150	0
Monterey	4	4	40	42	42
San Francisco	1	0	265	475	0
San Jose	1	0	10	20	0
San Joaquin Valley					
Firebaugh	1	0	10	75	0
Five Points	1	0	10	63	0
Fresno	1	0	630	1,660	0
Madera	1	0	150	250	0
Stockton	2	1	550	1,400	16
Modesto	2	0	7	28	0
Sacramento Valley					
Chico	1	0	2	4	0
Gridley	1	0	30	30	0
Oroville	1	0	14	24	0
Sacramento	2	1	103	438	30
Marysville	1	0	20	36	0
Woodland	2	1	7	16	16

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225--Worksheet A (10-58)

CALIFORNIA

2. TOWNS WITH DAY-HAUL POINTS ESTABLISHED (UNSUPERVISED BY DEPARTMENT, 1961)

AREA & TOWN	Number of day-haul points		Number of workers transported		
				Peak day	
	Total	School-age youth only	Average day	Total	School-age youth only
(I)	(II)	(III)	(IV)	(V)	(VI)
STATE - Total for 22 towns . .	40	6	990	1,723	270
Desert					
Brawley.	5	0	4	8	0
Calexico	4	0	120	283	0
El Centro.	1	0	220	278	0
South Coast					
Newhall.	1	1	8	24	24
San Fernando	1	0	5	12	0
Riverside.	1	1	30	40	40
Ontario.	2	0	10	42	0
Redlands	1	0	12	25	0
San Bernardino	2	0	22	85	0
San Ysidro	1	0	100	125	0
Camarillo.	1	1	38	70	70
Oxnard	1	1	38	84	84
Santa Paula.	1	1	11	17	17
Somis.	1	1	19	35	35
San Joaquin Valley					
Firebaugh.	1	0	2	40	0
Five Points.	1	0	3	39	0
Reedley.	1	0	1	5	0
Sanger	1	0	1	6	0
Selma.	1	0	5	20	0
Madera	8	0	320	450	0
Merced	3	0	11	15	0
Sacramento Valley					
Oroville	1	0	10	20	0

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225--Worksheet B (10-58)

C A L I F O R N I A

1. PERIODS OF DAY-HAUL OPERATED BY DEPARTMENT OF EMPLOYMENT, 1961

AREA AND TOWN (I)	Period of Operation Start (II)	 End (III)	No. of workers Peak Day (IV)	CROP ACTIVITIES Harvest--unless otherwise indicated (V)	Type of Day-haul(x) Youth only (VI)	 Usual (VII)
SOUTH COAST						
Los Angeles	Year-round		237	Green Lima beans (weed-pitch), Sugar beets (thin-weed), Carrots (weed-top), Celery (weed-harvest), Dry onions (weed-top-grade), Peaches (thin), chili peppers (weed-pick), Banana squash (pick-stack), Tomatoes (thin), turnips (top), Green beans, cotton		x
Cucamonga	9-5	10-13	17	Grapes		x
San Bernardino	11-1	10-31	35	Citrus, grapes		x
Escondido	6-19	7-28	24	Chili peppers (cultivate), Cucumbers (cultivate-harvest)	x	
Santa Maria	9-10	9-15	4	Tomatoes		x
Guadalupe	8-28	8-31	0	Carrots (pull-top)		x
CENTRAL COAST						
Oakland	Year-round		750	Thin and prune orchards and vineyards Brush grubbing, Thin, weed, hoe sugar beets, cotton, corn, lettuce, misc. vegetables, onions, tomatoes, strawberries Apricots, apples, broccoli, bushberries, Brussels sprouts, cauliflower, cherries, corn, cotton, cucumbers, Fava beans, grapes, lettuce, misc. vegetables, onions, peaches, pears, peas, potatoes, prunes, snap beans, strawberries, tomatoes, walnuts		x
Richmond	5-15	10-27	150	Thin, weed, hoe tomatoes, corn Cherries, peas, tomatoes, corn, apricots, strawberries, snap beans, cucumbers, lettuce, onions, apples, pears, prunes, peaches, grapes, walnuts, cotton		x
Monterey	6-29	6-30	42	Strawberries	x	

CALIFORNIA DAY-HAULS OPERATED, 1961, Worksheet B-1, Continued

AREA AND TOWN	Period of Operation		No. of Workers Peak Day	CROP ACTIVITIES Harvest--unless otherwise indicated	Type of Day-haul(x)	
	Start	End			Youth only	Usual
(I)	(II)	(III)	(IV)	(V)	(VI)	(VII)
San Francisco	5-5	12-31	475	Apples (thin-pick), beets (thin), Carrots (top), corn (sucker), Cotton (chop-pick), hops (train), Lettuce (thin), peaches (thin-pick), Apricots, boysenberries, cherries, cucumbers, Fava beans, cut flowers, garlic, grapes, onions, pears, peas, prunes, strawberries, snap beans, tomatoes, walnuts		x
San Jose	4-31	6-2	20	Miscellaneous vegetables (weed-hoe-thin)		x
	9-29	10-21	15	Tomatoes		
SAN JOAQUIN VALLEY						
Firebaugh	4-1	10-31	75	Beets (thin), cotton (chop-pick) Weed row crops		x
Five Points	4-1	12-31	63	Beets (thin), cotton (chop-pick) Weed row crops		x
Fresno	Year-round		1,660	Vines (Prune-shovel-tie), Orchards (rewire-thin), Irrigating and land preparation, Cotton (chop), Sugar beets (thin and weed) Tomatoes, grapes, tree fruit, potatoes, berries, figs, olives, misc. vegetables, cotton, seed crop, melons		x
Madera	Year-round		250	Peaches (prune-thin-harvest), Cotton, potatoes, tomatoes, grapes, olives		x
Stockton	Year-round		1,400	Thin and prune orchards and vineyards Thin, weed, hoe onions, orchards, vineyards, tomatoes, sugar beets, asparagus, potatoes, celery, dry beans, strawberries, misc. vegetables Plant strawberries, onions, asparagus, tomatoes, potatoes, celery Strawberries, onions, potatoes, olives, sugar beets, cherries, apricots, bush berries, plums, nectarines, peaches, pears, tomatoes, beans, grapes, almonds, walnuts, sweet corn, celery, misc. vegetables, carrots		x
	6-1	6-10	16	Strawberries, onions	x	

CALIFORNIA DAY-HAULS OPERATED, 1961, Worksheet B-1, Continued

AREA AND TOWN	Period of Operation		No. of Workers Peak Day	CROP ACTIVITIES Harvest--unless otherwise indicated	Type of Day-haul(x)	
	Start	End			Youth only	Usual
(I)	(II)	(III)	(IV)	(V)	(VI)	(VII)
Modesto	4-25	7-25	28	Peaches (thin), Bushberries (prune-wrap-tie), Misc. vegetables, strawberries		x
	10-19	11-18	25	Peppers, cauliflower, tomatoes, lettuce		x
SACRAMENTO VALLEY						
Chico	8-21	9-16	4	Tomatoes		x
Gridley	8-1	8-2	30	Tomatoes		x
Oroville	10-24	11-18	24	Olives		x
Sacramento	Year-round		438	Almonds (prune-knock-harvest), Hay, alfalfa & other (mow-rake-bale-stack) Beans (hoe), corn (hoe-harvest), Cucumbers (hoe), grapes (prune-harvest), Hops (grub-string-sucker-train-harvest), Misc. vegetables (plant-hoe-harvest), Onions (plant-hoe-harvest), Cherries, olives		x
	6-27	8-17	30	Cucumbers	x	
Marysville	3-6	3-9	3	Orchard clean up		x
	4-15	4-19	12	Sugar beets (thin-hoe)		x
	7-3	7-3	10	Melons (hoe)		x
	7-10	8-10	32	Cucumbers (hoe-harvest)		x
Woodland	8-9	8-16	16	Peaches (cut)	x	
	8-21	9-14	10	Prunes		x

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225--Worksheet B (10-58)

CALIFORNIA

2. PERIODS OF DAY-HAUL ESTABLISHED (UNSUPERVISED) BY DEPARTMENT OF EMPLOYMENT, 1961

AREA AND TOWN (I)	Period of Operation Start (II)	Period of Operation End (III)	No. of Workers Peak Day (IV)	CROP ACTIVITIES Harvest--unless otherwise indicated (V)	Type of Day-haul(x) Youth only (VI)	Type of Day-haul(x) Usual (VII)
DESERT						
Calexico	2-8	2-20	283	Carrots		x
	3-27	3-29	222	Carrots		x
	4-7	4-19	120	Onions		x
	6-8	6-12	233	Multicrop (weed)		x
	7-19	7-21	12	Multicrop (weed)		x
	10-10	10-25	114	Multicrop (weed)		x
El Centro	1-5	1-23	5	Cotton		x
	2-14	2-15	9	Melons (weed)		x
	4-11	7-7	278	Grapes (girdle), hay (bale bucking), Onions, grapes, tomatoes		x
	11-15	11-22	21	Lemons, okra		x
Brawley	1-3	2-15	6	Cotton, citrus		x
	3-6	3-7	6	Citrus		x
	4-18	6-15	8	Cotton (thin), Tractor operation, Citrus, carrots		x
	8-8	9-1	4	Vegetables (irrigate), Citrus (spray)		x
	10-2	11-1	7	Cotton (irrigate)		x
SOUTH COAST						
San Fernando	Year-round		12	Carrots (weed-top), onions (weed-top) Banana squash (pick-stack)		x
Newhall	8-7	9-7	24	Pears	x	
Riverside	6-19	8-18	40	Misc. vegetables (cult-harv), Potatoes, misc. vegetables	x	
San Bernardino	11-1	10-31	85	Citrus, peaches, apples		x
Ontario	11-1	10-31	42	Citrus, grapes		x
Redlands	11-1	10-31	25	Citrus		x
San Ysidro	Year-round		125	Plant, cultivate, harvest Snap beans, strawberries, cabbage, celery, cucumbers, peppers, tomatoes, misc. vegetables		x
Oxnard	6-12	8-19	84	Strawberries	x	

PERIODS OF DAY-HAUL ESTABLISHED, 1961, Worksheet B-2, Continued

AREA AND TOWN	Period of Operation		No. of Workers Peak Day	CROP ACTIVITIES Harvest--unless otherwise indicated	Type of Day-haul(x)	
(I)	Start (II)	End (III)	(IV)	(V)	Youth only (VI)	Usual (VII)
Camarillo	6-17	8-31	71	Snap beans	x	
Somis	6-17	8-31	35	Snap beans	x	
Santa Paula	7-27	7-31	17	Snap beans	x	
SAN JOAQUIN VALLEY						
Firebaugh	4-1	10-31	40	Cotton (chop-pick), beets (thin), Row crops (weed)		x
Five Points	4-1	12-31	39	Cotton (chop-pick), beets (thin), Row crops (weed)		
Reedley	6-1	7-31	5	Row crops (weed), Peaches, nectarines, plums		x
Sanger	5-1	7-31	6	Row crops (weed), Fruit (thin), Peaches, nectarines, plums		x
Selma	6-1	10-31	20	Row crops (weed), fruit (thin), Fruit, cotton		x
Madera	1-1	12-31	450	Peaches (prune-thin), Cotton, tomatoes, grapes, potatoes		x
Merced	5-23	6-8	9	Cotton (chop)		x
	6-19	6-30	15	Melons (thin), beets (thin),		x
	10-18	11-1	8	Tomatoes		x
SACRAMENTO VALLEY						
Oroville	10-24	11-22	20	Olives		x

U. S. DEPARTMENT OF LABOR
Bureau of Employment Security
ES-225--Table 4 (12/61)

Budget Bureau No. 44-R779.6

State CALIFORNIA

Table 4. Interstate agricultural migrant activities in 1961

Section A. Migrant Contacts

Type	By California	With California residents
I	II	III
1. Total	534	213
a. Crew leaders	171	61
b. Family heads	269	110
c. Other. . . .	94	42

Section B. Individuals & Workers

Type	In Sec. A Col. III
I	II
2. Total individuals	1,493
a. Male, 16 & over.	834
b. Female, 16 & over. . . .	310
3. Total workers	1,219

Section C. Worker characteristics

Type	Number
I	II
4. Families.	670
5. Unattached males.	1,504
6. Unattached females.	21

Section D. Services rendered

Type	Number
I	II
7. Total	534
a. Scheduled by ES.	21
b. Requests for action. . .	255
c. Other services	50
d. Validations.	49
e. Information only	159

Section E. Summary of migratory movement by State

Home State		Last State in		Next State in	
State	Workers	State	Workers	State	Workers
I	II	III	IV	V	VI
TOTAL	2,668	TOTAL	2,668	TOTAL	2,668
Alabama	2	Alabama	2		
Arizona	94	Arizona	405	Arizona	249
Arkansas	20	Arkansas	45	Arkansas	41
California	1,219			California	20(stay)
Colorado	12	Colorado	66	Colorado	140
Florida	0	Florida	4	Florida	6
Georgia	5	Georgia	5	Georgia	5
Hawaii	0	Hawaii	12	Hawaii	12
Idaho	4	Idaho	42	Idaho	63
Illinois	3	Illinois	1	Illinois	1
Indiana	13	Indiana	18	Indiana	7
Iowa	6	Iowa	6	Iowa	0
Kentucky	3	Kentucky	3	Kentucky	3
Louisiana	13	Louisiana	13	Louisiana	0
Michigan	33	Michigan	33	Michigan	23
Minnesota	0	Minnesota	6	Minnesota	0
Missouri	15	Missouri	15	Missouri	15
Montana	3	Montana	3	Montana	81
Nebraska	0	Nebraska	5	Nebraska	5
Nevada	0	Nevada	16	Nevada	14
New Mexico	5	New Mexico	7	New Mexico	7
New York	20	New York	22	New York	19
North Carolina	2	North Carolina	2	North Carolina	2
Ohio	2	Ohio	0	Ohio	2
Oklahoma	10	Oklahoma	36	Oklahoma	95
Oregon	102	Oregon	539	Oregon	577
Pennsylvania	3	Pennsylvania	3	Pennsylvania	3
South Carolina	2	South Carolina	0	South Carolina	0

Table 4 continued on next page.

Table 4, Section--Continued

Section E. Summary of migratory movement by State

Home State		Last State in		Next State in	
State	Workers	State	Workers	State	Workers
I	II	III	IV	V	VI
South Dakota	0	South Dakota	1	South Dakota	1
Tennessee	2	Tennessee	2	Tennessee	2
Texas	1,021	Texas	893	Texas	918
Utah	0	Utah	0	Utah	11
Vermont	2	Vermont	2	Vermont	2
Washington	32	Washington	400	Washington	254
West Virginia	6	West Virginia	6	West Virginia	6
Wisconsin	0	Wisconsin	29	Wisconsin	58
Wyoming	1	Whoming	2	Wyoming	1
Canada	5	Canada	5	Canada	5
Mexico	8	Mexico	19	Mexico	20

Section F. Comments. See Page 68.

Table 5. Interstate seasonal agricultural clearance activities in 1961

	ORDERS		OPENINGS	
ITEM	Extended (Sec. A) Received (Sec. B)	Filled	Extended (Sec. A) Received (Sec. B)	Filled
I	II	III	IV	V
Section A. Reporting state as order-holding state				
1. Reporting state, California total. .	47	25	2,035	1,271
2. Applicant-holding states involved:				
Arizona.	9	3	396	287
Colorado	1	0	5	0
Nevada	2	0	5	0
New Mexico	3	1	74	45
Oregon	1	0	3	0
Texas.	27	18	1,510	903
Washington	3	3	36	36
Wyoming.	1	0	6	0
Section B. Reporting state as applicant-holding state				
3. Reporting state, California total. .	32	7	1,294	39
Arizona.	6	0	991	0
Idaho.	2	1	43	8
Nevada	2	1	4	3
New Jersey	1	0	8	0
Oklahoma	1	0	12	0
Oregon	17	4	216	20
Washington	3	1	20	8

MWL:kb

(End of Report)